

**Employee Name: Nishant Kumar**  
**Employee No: 724891**  
**Designation: Expert QA Automation Engineer**  
**Job Level: TP4**

**Private and Confidential**

Dear Nishant,

As a part of creating & rewarding a high-performance culture and celebrating success, we are delighted to inform that your total compensation has been revised. This compensation is effective from **3<sup>rd</sup> June 2024** as noted below (Figures in INR).

Sn	Compensation Break-up	Annual (INR)
1	Basic Pay	1,260,000
2	Flexible Compensation Plan (FCP)	1,388,800
3	Employer's Contribution to PF (12 % of Basic)	151,200
<b>a</b>	<b>Total Base Salary (1 + 2 + 3)</b>	<b>2,800,000</b>
4	Transportation Allowance	18,000
5	Lunch Coupons	13,200
<b>b</b>	<b>Allowances (4 + 5)</b>	<b>31,200</b>
<b>c</b>	<b>Gratuity (As per The Gratuity Act) 4.81% of Basic Pay</b>	<b>60,606</b>
6	Medical Insurance for Self & Dependents *	25,000
7	Group Accident Insurance	
8	Life insurance - 2x Annual (Basic Pay + FCP) ***	
<b>d</b>	<b>Costed out Insurance (Paid by Finastra) (6 + 7 + 8)</b>	<b>25,000</b>
<b>e</b>	<b>Total Annual Cost to Company (CTC) (a+b+c+d) Excluding Bonus</b>	<b>2,916,806</b>
	* Bonus/Commission Plan (Variable)	<b>12.5%</b>

All the other terms and conditions of your employment remain unchanged. We would like to thank you for your continued contribution in making Finastra a great place to work and wish you every success in achieving your performance goals for this year.

# Year – end bonus is not payable on prorated basis in the event of employee leaving (or serving notice) the organization as of Bonus payout date.

\*\*\* Insurance Premium is paid by the company

**This is a Computer-generated document; hence no signature is required.**