



TCS Confidential
Ref: TCS/2024-25/CC-C1/2388152

April 18, 2024

Ms. Nity Kumari
Bangalore

Dear Nity Kumari,

I would like to take this opportunity to thank you for your contribution over the past year. It is important that we come together at the workplace to collaborate and benefit by learning from each other, imbibe the TCS way and work to build a career, whilst staying relevant to our customers. The shared experiences gained at the workplace are very important to nurture camaraderie and build stronger professional bonds. I sincerely look forward to your participation in our journey towards creating greater futures together.

I am pleased to share with you the revised Annual Compensation, effective April 01, 2024. Your India Annual Compensation is **Rs. 10,18,800/-**. The details of your compensation and related benefits are enclosed in the Annexure to this letter.

Please note, that the above details are specific to India and are subject to change in case of long-term deputation on international assignments, if any.

Going forward, compliance to the work from office mandate will be reviewed every quarter and non-compliance will result in an impact on the performance bonus, performance band, compensation and career progression as per the TCS India Policy - Working Hours, TCS India (BPS) Policy – Working Hours and the TCS India Guideline – Work from Office Non-Compliance (Refer Ultimatix – Employee Services - HR Policy Hub).

I encourage you to speak to your Manager / Business Unit Head or your HR Business Partner in case you need any clarification or discussion.

I look forward to your continued support and commitment in our journey together.

Warm Regards,

Milind Lakkad
Chief Human Resources Officer

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India

Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com

Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



ANNEXURE

The details of your India compensation and benefits are given below. The CTC and its components are subject to review and change, based on the prevailing regulatory framework. Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.

COMPONENT CATEGORY	ANNUAL
BASIC SALARY	3,10,500
BOUQUET OF BENEFITS*	4,84,620
CITY ALLOWANCE#	24,000
RETIRALS	
Provident Fund	37,260
Gratuity	14,900
PERFORMANCE PAY	
Monthly Performance Pay	73,020
Performance Bonus	55,700
TOTAL SALARY	10,00,000
INSURANCE	
Health Insurance@	18,800
CTC	10,18,800
Afterlife Benefit\$	2,359

* Bouquet of Benefits includes Personal Allowance which is not grade linked and does not accrue automatically. Personal allowance is subject to review and may change or be adjusted against other emoluments at a later date. Refer to Table 2 for TCS Defined Structure.

City Allowance is specific to India and is linked to base location. It will be discontinued while on international assignment. This allowance is subject to review.

@ Premium for Health Insurance Scheme for self and dependants borne by TCS.

\$ Cost for the Afterlife Benefit is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of Rs. 23 Lakhs. For details, please refer to the policy on Afterlife Benefit.



ANNEXURE

Table 2: TCS defined structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	1,55,250
Leave Travel Allowance	25,875
Food Card Allowance	12,000
Communication Allowance	10,200
Personal Allowance	2,81,295
BOUQUET OF BENEFITS	4,84,620

To design your Bouquet of Benefits, access the Link to BoB in the Global Employee Self Service in Ultimatix.