

LETTER OF INCREMENT

3rd June 2021

Dear Sraban Kumar Pahadasingh,

Congratulations!

Last year was challenging for Appiness. We faced several internal and external challenges to our growth because of the Pandemic. However, we did overcome all the obstacles and achieve some noteworthy results working from home.

In the year ahead, as the leadership team, we have decided to focus our energies on sustaining and building great collaboration across departments and businesses, to ensure we bring the best of every opportunity.

You have been an instrumental part of this journey and you are key to achieving our shared aspiration of inspiring a billion digital imaginations. Thank you for your relentless commitment and continued pursuit of excellence.

Based on the company's achievements and your contribution in FY 2020-21, we are pleased to announce a revision in your annual compensation and your restructured salary will be **Rs 13,40,000 LPA** effective from **1st May 2021**. The detailed breakup of your revised compensation is mentioned in Annexure - I.

All other terms and conditions of your employment remain unchanged. Please note that the contents of this letter and annexure are **STRICTLY CONFIDENTIAL**.

We would like to take this opportunity to express our appreciation of your contribution to the organization and hope that you will continue to strive for better results. We hope you will shoulder your new responsibility with full dedication and sincerity.

Annexure - I
SALARY STRUCTURE

Sl. No.	Salary Components	Annual Salary In INR	Monthly Salary In INR
1	Basic Pay (40% of CTC)	536,004	44,667
2	Cash Allowances : House Rent Allowance (40% of the Basic Pay) Bonus (8.33% on Basic Salary) Special Allowance (Balancing Figure)	214,404 - 546,396	17,867 - 45,533
3	Provident Fund Contribution	43,200	3,600
Total Salary		1,340,004	111,667

Note :

1) **Provident Fund Contribution :-**

Employer and Employee Contribution to PF is calculated @ 12% on Basic Salary.

2) **Professional Tax :**

Professional Tax will be deducted as per the prevailing slab rates as below :

Salary Range Professional Tax

Up to INR 15,000/- -

From INR 15,000/- and Above. 200.00

For M/s. Appiness Interactive Pvt. Ltd,



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