



Dear member of Team Coforge,

As you all know FY 23 has been a milestone year for the firm. It has been made possible owing to substantial efforts put in by each one of you. It is with great optimism and conviction that I look forward to an even better year as we trudge forward to our next leg of growth. I thank you for your exemplary commitment and your hard work through the year.

We have been certified for 2 years in a row by Great Place to Work-Certified™ | India's Best Workplaces™ in IT & IT-BPM 2022 | India's Best Workplaces™ for Women 2022, recognized for 2 years in a row.

It is a great testimony of our unrelenting focus on our people practices and employee engagement.

Now that the pandemic has been well and truly over, where possible, we should work with our managers at getting back to office in a systemic approach.

I take this opportunity to thank you again for your contribution to the growth of Coforge. Like you I remain a proud member of this team!

I wish you a long and fulfilling career at Coforge. Regards,



Sudhir Singh
CEO & Executive Director

Strictly Personal and Confidential

CorpHRO/Jul2023REVN/00099575/1
July 18, 2023

Mr. PRABHAT KUMAR VERMA
DPA-SSDPOOL
Coforge DPA- Hyderabad

Dear Mr. PRABHAT KUMAR VERMA,

I am pleased to share your revised compensation letter effective July 01, 2023

	Role	DEVELOPER		
	Designation	SOFTWARE ENGINEER		
	Benefit Plan	Q		
A.	<u>Monthly Salary (Rs.)</u>	Basic	:	15,000
		HRA/CLA	:	7,500
		Conveyance + LTA	:	9,300
		Flexibasket (SAP)	:	2,713
		Gross Monthly	:	34,513
B.	<u>Annual Benefits (Rs.)</u>	PF (as per Act)	:	21,600
		Mediclaime Premium	:	9,909
		Life Insurance Premium	:	1,728
		Gratuity	:	8,654
		Annual Benefits Total	:	41,891
C.	<u>Variable Compensation (Rs.)</u>	(on achievement of 100% goals)	:	24,002
D.	<u>Annual Cost to Company (Rs.)</u>		:	4,80,049

Wishing you the very best for FY 24.



Authorized Signatory

Notes:

1. The Flexi basket consists of conveyance, LTA, vehicle expenses reimbursement (VER), Meal Vouchers & mobile phone usage. The Flexibasket is a taxable allowance and will be paid on a monthly basis after deductions, if any, unless reimbursements are selected as per PCS. If self-owned car is used, expenses towards petrol and maintenance up to Rs. 1800/- p.m. (Rs 2400/- p.m. if CC is more than 1.6 litres), and reimbursement towards mobile phone usage charges up to Rs. 3000/- p.m. is exempt from tax as per current rules. The flexi basket consists of conveyance amount / transportation facility provided by the company for travel from home to office and back, if applicable.
2. Variable Compensation is based on Variable Compensation policy.
3. Mediclaime premium shown above is towards hospitalization coverage for self and dependent nominees.
4. Life Insurance premium is towards the Life Cover for self as per benefit plan and Life Cover policy.