

Private & Confidential

Ref: PMS2022\1001740

27th April 2022

Pranay Dadaram Rokade
Credit Operations
Executive - Credit Operations
Bhandara

Dear Pranay,

I take this opportunity to thank you for your extraordinary commitment and your contributions toward the continued success of our company.

The year gone by has been a strong year for the company despite lockdown and several restrictions put in by the state and central governments impacting our business. You have shown immense resilience to bring the company back to its core performance.

Basis your performance during FY'22, we are pleased to inform that you have been given "A" rating for the year. This implies that your performance "consistently exceeds most expectations".

Your fixed compensation stands revised as follows:

Fixed Pay as on 1-Jul-21 (INR)	Increase in Fixed Pay during the year (INR)	Annual PMS Increment (INR)	Total Increase for FY'22 (INR)	Total Increase for FY'22 (%)	New Fixed Pay w.e.f. 1-Apr-22 (INR)
2,09,069	-	17,656	17,656	8.45%	2,26,725

Annual PMS Appraisal Increment Breakup:

Annual Compensation Increment	% Increase	Amount (INR)
Merit Increment basis performance rating	11.25%	17,656*
Total Annual Increment for FY'22 Appraisal	11.25%	17,656

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance



* Calculation of Annual Merit Increment:

Fixed Salary	Start Date	End Date	No. of Days	Merit Increment %	Merit Increment Amount
2,09,069	1-Jul-21	31-Mar-22	274	11.25%	17,656
Total Merit Increment for FY'22					17,656

Other performance pay earned by you during FY'22 is **INR 86,554/-** the break-up of which is as follows:

Incentive Details	FY'21 Amount (INR)	FY'22 Amount (INR)
Business Incentive	-	45,290
Cross Sell Incentive	-	41,264
Contest Incentive	-	-
Total Incentive Earned	-	86,554

Your revised compensation structure effective 1st April 2022 is annexed herewith.

Thank you once again for your contributions in FY'22.

For Bajaj Finance Limited



Anupam Sirbhaiya
Chief Human Resources and Administration Officer

Note: Your performance rating, compensation and performance pay is a personal and confidential subject and hence you are advised not to discuss or disclose the same with any of your colleagues. Please also note that the new compensation structure would be effective from 1st April 2022 and the same shall supersede the earlier compensation structure which shall cease to exist w.e.f 31st March 2022. All other terms and conditions of your appointment remain the same.

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
Viman Nagar, Pune 411014. Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
L65910MH1987PLC042961

www.bajajfinserv.in/finance



ANNEXURE

Grade, Department & Location as on 1st April 2022

Employee ID	1001740
Name	Pranay Dadaram Rokade
Designation	Executive - Credit Operations
Grade	GB01
Department	Credit Operations
Sub Department	Rural Branch Operations
Location	Bhandara

Compensation Structure Effective 1st April 2022

Components	Current Salary (INR)	Revised Salary (INR) effective 01-Apr-2022
Basic Salary	96,000	96,000
House Rent Allowance (HRA)	48,000	48,000
Special Allowance	13,536	28,855
Statutory Bonus	32,222	32,222
ESIC Er Contribution	6,167	6,665
Provident Fund Employer	13,144	14,983
Fixed Pay	209,069	226,725
Gratuity	4,618	4,618
Indicative Performance Pay#	52,267	56,681
Total Cost to Company	265,954	288,024

Indicative performance pay for FY'23 is as per the current performance pay policy and may vary depending upon the performance of the individual and the company. The Company will pay this amount to the employee only if not resigned or cessation of employment has not taken place as on the date of payment.

Note:

- In the event there is any enhancement in total emoluments to be paid to you on account of change in any statute, central or state government, then the said enhanced payment will be adjusted from the total CTC payable to you. In such a case the company will have the right to restructure your emoluments within the existing CTC
- Payment of Gratuity will be made as per the provisions of the Gratuity Act
- The exact sum of all elements may mismatch up to an amount of INR 10/-
- Group Term Life, Personal Accident & Medical Insurance coverage will be as per company policy

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
L65910MH1987PLC042961

www.bajajfinserv.in/finance

