brillio

CONFIDENTIAL

Reference No: **1161709M072024-1**

Date: **July 12, 2024**
Employee No.: **129235**

Dear Ramani,

The past year has presented us with unique challenges & opportunities. We have realigned ourselves to the new market reality and have continued to deliver exceptional client value & consistent focus on our long-term objectives. It is important to recognize the progress we have made and the efforts each of you have put in reaffirming our commitment to our core values and delivering outstanding results for our clients.

We have just concluded our 2024 merit cycle. Based on your performance and overall feedback, we are pleased to inform you that your annual compensation has been revised to **INR 15,21,000** effective **July 1, 2024.**

Your compensation is a subject matter of confidentiality. Please do not share with anyone other than authorized HR person, your reporting manager or respective unit head.

All other terms and conditions of your employment remain unchanged. In case of any clarification with regards to your salary or benefits, please feel free to get in touch with your manager or your respective HR Business Partner.

Thank you once again for your excellent performance & unwavering commitment to Brillio. Together, we will continue to build on our success and achieves new goals.

Sincerely,

Jayanth Selvappullai
Global Human Resource Head

This is a system generated letter and does not require any physical signature.

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ANNEXURE 1

Ramani Kumar R
Band - B2

Effective Date: July 01, 2024

COMPONENT	Revised Compensation (in INR p.m.)	Revised Compensation (in INR p.a.)
Basic	50,700	6,08,400
House Rent Allowance	20,280	2,43,360
Special Allowance	51,531	6,18,376
Gross Salary	**1,22,511**	**14,70,136**
Company's Contribution to PF	1,800	21,600
Company's Contribution to Gratuity (@4.81% of Basic)	2,439	29,264
Cost To Company (CTC)	**1,26,750**	**15,21,000**

Note:
- Income Tax and other statutory deductions will be as per the local Laws/ Acts.
- Flexible benefits will be considered as per the payroll portal.