



TCS Confidential

Ref: TCS/2023-24/CC-C1/2156874

August 09, 2023

Mr. Ramesh Aravind E
Chennai

Dear Ramesh Aravind E,

This is to inform you of your compensation structure revision effective **September 01, 2023**.

Your revised Annual Compensation for the year 2023-24 is **Rs. 7,17,048/-**.

The details of your compensation and related benefits are enclosed in the Annexure to this letter. Kindly note that the above details are specific to India and may be subject to change in case of long term deputation on international assignments, if any.

I look forward to your continued commitment and a fulfilling career with TCS in the years to come.

Warm regards and best wishes,

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



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ANNEXURE I

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary

Your Basic Salary will be **Rs. 15,000/-** per month.

Bouquet of Benefits (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. To design your Bouquet of Benefits, you may access the link in the Global Employee Self Service in Ultimatix. All the components will be disbursed on a monthly basis. Bouquet of Benefits comprises of the following salary components.

House Rent Allowance

To avail tax benefit on this amount, you have to access the TRLP link in Ultimatix and submit rent receipts at least once a quarter to the Finance department of your base branch.

Leave Travel Allowance

If you wish to avail tax benefits, you need to apply for a minimum of three days of earned leave, apply in Ultimatix and submit supporting travel documents.

Food Card Allowance

You will be eligible for Food Card. It can be set up to a maximum of **Rs. 3,000/-** per month for tax exemption. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.

Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of **Rs. 2,000/-** per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name. For further details please refer to the policy on Communication Allowance on Knowmax.

ELEVATE INCENTIVE

Elevate Incentive is based on your learning performance. It is not grade linked and does not accrue automatically. The payout of this component is also linked to your performance rank. It is subject to review and may change or be discontinued at the discretion of TCS. This component is specific to India and will be discontinued while on International assignments.

PERFORMANCE PAY

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Performance pay shall be treated in lieu of statutory profit bonus. Your performance pay will comprise of 2 parts as indicated below.

Monthly Performance Pay

You will receive a monthly performance pay of **Rs. 4,400/-**. Monthly Performance Pay is based on your individual performance.

Performance Bonus

Your performance bonus will be **Rs. 3,200/-** per month. Performance Bonus will be paid quarterly and is subject to being active on the company rolls on the date of announcement of performance bonus. It is based on your individual, Unit and Company performance and other organizational imperatives as communicated from time to time.

CITY ALLOWANCE

You will be eligible for a City Allowance of **Rs. 1,200/-** per month. This allowance is fully taxable, is specific to India and linked to your base location. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

Health Insurance Scheme

You are covered by the Group Health Insurance Scheme. The insurance cover entitles your family and you towards reimbursement of medical expenses up to **Rs. 2,06,000/-** per annum per insured. This scheme also provides enhanced hospitalisation cover up to **Rs. 12,00,000/-** per annum per family, on payment of premium, as applicable. For details, please refer to the policy on HIS on Knowmax.

RETIRALS

Provident Fund

TCS will contribute 12% of your basic salary every month as contribution to the Provident Fund.

Gratuity

You will be eligible for gratuity in accordance with the rules applicable.

Afterlife Benefit

You are covered under Afterlife Benefit policy, the cost for which is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of INR 23 Lakhs. For details, please refer to the policy on Afterlife Benefit on Knowmax.

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ANNEXURE II

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	1,80,000
BOUQUET OF BENEFITS	1,15,920
CITY ALLOWANCE	14,400
ELEVATE INCENTIVE	2,74,860
RETIRALS	
Provident Fund	21,600
Gratuity	8,658
PERFORMANCE PAY	
Monthly Performance Pay	52,800
Performance Bonus	38,400
TOTAL SALARY	7,06,638
INSURANCE	
Health Insurance	10,410
CTC	7,17,048
Afterlife Benefit	2,753

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Table 2: TCS Defined Structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	90,000
Leave Travel Allowance	15,000
Food Card Allowance	6,000
Communication Allowance	4,920
BOUQUET OF BENEFITS	1,15,920

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