

Ref. No: HR-COMPEN/477718/2023

17-Jun-2023

Name(Employee ID) : Vemula Ranjith Kumar (477718)
Band : U3
Country : India

Dear Vemula Ranjith Kumar,

CONGRATULATIONS on completing a fantastic FY23 with TechM !

We appreciate your continuous efforts and commitment to be future ready and create value for our stakeholders. You have helped us Rise and create a more equal world.

In recognition of your contribution and performance, I am pleased to share that your Compensation has been revised to **INR 13,67,539 (TCC)** per annum with effect from **01 April, 2023**.

As we move into FY24, we are excited about the opportunities that lie ahead and are confident that our collective efforts will help us in our pursuit of success.

We look forward to you playing a key role in ensuring that we continue to be a Purpose-driven Organization with value creation for all our stakeholders at the heart of everything we do

THANK YOU once again for your continued commitment to this cause.

All the best!

With Best Wishes,



Harshvendra Soin
Global Chief People Officer & Head Marketing

ANNEXURE - A

NAME	Vemula Ranjith Kumar	
SUB-BAND	U3	
Country	India ,INR	
	Current Per Annum	Revised Per Annum
Basic	4,66,685	4,81,085
House Rent Allowance(HRA)	3,26,680	3,36,760
Statutory Bonus*	48,000	48,000
Employer Contribution To Provident Fund	56,002	57,730
Flexible Benefit Plan	2,69,346	2,79,138
A.Total Fixed Pay	11,66,713	12,02,713
B.Variable Pay (Amount specified is at 100% payout)	1,29,635	1,33,635
Cost to Company (CTC) (A+B)	12,96,348	13,36,348
C.Gratuity		23,140
D.Medical Insurance Premium**		8,051
Total Cost to Company (TCTC) (A+B+C+D)		13,67,539
<p>1.Flexible Benefit Plan: Associates will also be given an option of restructuring their "Flexible Benefit Plan". For more details on eligibility and limits, Please refer to Flexible Benefit Pay Policy on BMS.</p> <p>2.Variable Pay: Variable Pay (VP) amount mentioned is maximum amount based on 100% performance. VP shall be payable as per Variable Pay Policy applicable for the Financial Year.</p> <p>3.Gratuity: Gratuity shall apply as per the "Gratuity Act 1972".</p> <p>**Medical Insurance Premium: In addition to the above you are eligible to be covered under: Existing Group Term Life Insurance cover providing Life Insurance Coverage, Group Personal Accident Insurance coverage and Medical Insurance scheme providing Hospitalization coverage in terms of a floating cover.</p> <p>*Statutory Bonus: Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your monthly salary.</p> <p>Tech Mahindra reserves the right, at any time, as its election and sole discretion to Modify, Alter, Replace and Withdraw / terminate any or All of the policies including modification, amendment or alteration to any term, provision or condition. Any adjustments or termination by Tech Mahindra as aforesaid shall be effective from the effective date so stated in the policy published on the intranet.</p> <p>In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the "Performance Bonus Policy/SIP" as applicable.</p>		

Regards,



Harshvendra Soin

Global Chief People Officer & Head Marketing