



TCS Confidential
Ref: TCS/2022-23/CC-C2/1919752

May 19, 2022

Ms. Sai Ravali Jalagam
Hyderabad

Dear Sai Ravali Jalagam,

We have completed an extraordinary year, with resilience, optimism, and hope. I would like to take this opportunity to thank you for your hard work, dedication, and contribution to our growth journey. As we chart out a bold new future, we must stay focused on engaging with our clients to enhance strategic relevance and make a meaningful difference by 'Building on belief'. I look forward to your participation as we traverse this path, harness our collective knowledge, and innovate to grow, transform, and build a better future for everyone.

I am pleased to share with you the revised Annual Compensation, effective April 01, 2022. Your India Annual Compensation is **Rs. 7,62,085/-**. The details of your compensation and related benefits are enclosed in the Annexure to this letter.

Please note, that the above details are specific to India and are subject to change in case of long-term deputation on international assignments, if any.

I encourage you to speak to your Manager / Business Unit Head or your HR Business Partner in case you need any clarification or discussion.

I look forward to your continued support and commitment in our journey together.

Warm Regards,

Milind Lakkad
Chief Human Resources Officer

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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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



ANNEXURE

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	2,37,600
BOUQUET OF BENEFITS*	3,37,644
CITY ALLOWANCE#	21,600
RETIRALS	
Provident Fund	28,512
Gratuity	11,429
PERFORMANCE PAY**	
Monthly Performance Pay	46,800
Performance Bonus***	64,800
TOTAL SALARY	7,48,385
INSURANCE	
Health Insurance@	13,700
CTC	7,62,085
Afterlife Benefit\$	2,926

* Bouquet of Benefits includes personal allowance which is not grade linked and does not accrue automatically. Personal allowance is subject to review and may change or be adjusted against other emoluments at a later date. Refer to Table 2 for TCS Defined Structure.

City Allowance is specific to India and is linked to base location. It will be discontinued while on international assignment. This allowance is subject to review.

** Performance Pay is in lieu of statutory profit bonus, based on the performance of the company, unit, employee and allocation.

*** Performance Bonus will be paid quarterly and is subject to being active on the company rolls on the date of announcement.

@ Premium for Health Insurance Scheme for self and dependants borne by TCS.

\$ Cost for the Afterlife Benefit is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of Rs. 23 Lakhs. For details, please refer to the policy on Afterlife Benefit on Knowmax.

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Table 2: TCS defined structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	1,42,560
Leave Travel Allowance	19,800
Food Card	24,000
Personal Allowance	1,51,284
BOUQUET OF BENEFITS	3,37,644

To design your Bouquet of Benefits, access the Link to BoB in the Global Employee Self Service Link in Ultimatix.