

LTF/0425/50072581

April 30, 2025

To
Naveen Kumar Ps
PS No: 50072581

Appraisal Letter FY 2024-25

Dear Naveen,

As we continue to focus on our five pillars of execution – enhanced customer acquisition, sharpened credit underwriting, futuristic digital architecture, heightened brand visibility, and capability building with conscience, we look forward to your unwavering support on our journey to be an admired and inspirational financial institution, creating sustainable value for all shareholders.

Your appraisal rating for the year 2024-25 is **3 [Meets Expectations]** .

Your performance pay for the year is **Rs. 1,93,131** (One Lac Ninety Three Thousand One Hundred and Thirty One Only). Wherever applicable, the same has been prorated based on the tenure in the role/organization.

Basis your rating, your compensation stands revised effective **1st June 2025**, as mentioned in the table below.

CTC per annum	Current (₹)	Revised (₹)
	14,30,598	15,30,696

The detailed breakup of your revised CTC is mentioned in Annexure I.

Please treat this communication as strictly confidential. Kindly note that you will be governed by the prevailing terms & conditions, as applicable to your role and grade. In case of any clarification, please reach out to your HR Manager.

Thank you for being an integral part of our growth journey and we look forward to your continued commitment and enhanced contribution towards the achievement of organisational goals.

Best Regards,



Nilesh S Dange
Chief Human Resources Officer

Registered Office

Annexure I			
Name	Naveen Kumar Ps		
Grade	FML III	Effective Date	June 01, 2025

Sr. No.	Heads	Per Month (Rs.)	Per Annum (Rs.)
Monthly Components			
A.	Basic	38,268	4,59,216
	House Rent Allowance	19,134	2,29,608
	Leave Travel Allowance	3,189	38,268
	Special Allowance	41,402	4,96,824
	Sub-Total (A)	1,01,993	12,23,916
Statutory Benefits & Retirals			
B.	Provident Fund (Employer Contribution 12% of Basic)	4,592	55,104
	Gratuity (4.81% of Basic)	1,840	22,080
	Sub Total (B)	6,432	77,184
Total Fixed Pay (A + B)		1,08,425	13,01,100
C.	Annual Performance Bonus #		2,29,605
D.	Total Cost To Company		15,30,696
Rupees Fifteen Lac Thirty Thousand Six Hundred and Ninety Six Only			

#The Performance Bonus is contingent upon the individual Key Result Areas (KRA) and Company performance, aligning with the Company policy. Employees joining on or before December 31st will qualify for annual appraisal and pro-rata bonus payout subject to performance evaluation and adhering to the company's code of conduct.

In addition to the above, you will be covered under the following Group Insurances:

- Group Life Insurance Cover
- Family Mediciclaim Cover (Details in the HR Manual)
- Group Personal Accident Cover

Yours Sincerely



Nilesh S Dange
Chief Human Resources Officer

L&T Finance Limited
(formerly known as L&T Finance Holdings Limited)

Registered Office

Brindavan, Plot No. 177, C.S.T Road
Kalina, Santacruz (East)
Mumbai 400 098, Maharashtra, India
CIN: L67120MH2008PLC181833

T +91 22 6212 5000
F +91 22 6621 7509
E igrc@ltfs.com

www.ltfs.com