



TCS Confidential
Ref: TCS/2019-20/CC-C2/762309

April 12, 2019

Mr. Roshan K
Bangalore

Dear Roshan K,

We have completed another eventful year of sustained growth and transformation. I take this opportunity to thank you for your contribution to position TCS as a thought leader and be recognized as the Growth and Transformation partner to our customers.

Your India Annual Compensation for 2019-20 is **Rs. 5,90,059/-**. 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 look forward to your continued commitment and a fulfilling career with TCS in the years to come.

Warm regards and best wishes,

A handwritten signature in black ink, appearing to read 'Ajoyendra'.

Ajoyendra Mukherjee

Executive Vice President & Head Global Human Resources

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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	1,86,000
BOUQUET OF BENEFITS*	2,56,892
CITY ALLOWANCE#	21,600
RETIRALS	
Provident Fund	22,320
Gratuity	8,947
PERFORMANCE PAY**	
Monthly Performance Pay	49,200
Performance Bonus	37,200
TOTAL SALARY	5,82,159
INSURANCE	
Health Insurance@	7,900
CTC	5,90,059
Life Insurance\$	1,699

* 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.

Specific to India and is linked to base location. Will be discontinued while on international assignment. Allowance is subject to review.

** In lieu of statutory profit bonus. Based on unit's and employee's performance.

** Performance Bonus will be paid at the closure of each quarter based on the performance of the company, unit and allocation. Payment 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.

\$ Premium for Group Life Insurance (GLI) borne by TCS. The sum assured is six times the annual compensation (CTC) with a minimum payout of Rs. 20 Lakhs. For details, please refer to the policy on Group Life Insurance (GLI) on Knowmax.



Table 2: TCS defined structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	93,000
Leave Travel Allowance	15,500
Food Card	24,000
Personal Allowance	1,24,392
BOUQUET OF BENEFITS	2,56,892

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