

Annexure 1:

A. Break up of CTC:

The breakup of the CTC, as specified in the appointment letter, is given below:

1	Basic (Consolidated Salary)	9,19,080
2	Cash Perk Basket	7,48,320
3	Provident Fund (Employer's Contribution)	1,10,290
4	Gratuity	44,208
5	Insurance (Health Insurance + Group Personal Accident Insurance + Group Term Life Insurance)	15,649
6	Housing Loan Interest Subsidy	27,000
7	BPB / CPrP**	133397.00
8	Gross Annual CTC	19,97,944

B. Details of benefits

1.	Hospitalization Insurance: Rs.3,00,000 per annum for self and family (Spouse and children) + Rs. 2,50,000 per annum for certain specified major illness + Group Personal Accident Insurance Cover + Group Term Life Insurance (GTLI)
2.	Housing Loan Interest Subsidy - As per Company Policy. Currently: 50% of actual interest paid subject to a maximum of 1.5 months' consolidated salary. Or Refundable Deposit /Advance in lieu of Company Leased House Least of the following: 12 months rent / 6 months' Consolidated salary / actual advance paid
3.	Membership of 2 Professional Organizations – Annual Membership*.
4.	Educational Reimbursement Scheme (The course should be relevant to the required job)-100% of professional course undertaken *
5.	NPS (National Pension Scheme): Company Contribution of Rs.1,000 (Rupees One Thousand Only) per month. Applicable if employee opts to contribute minimum of Rs.50.00 (Rupees Fifty Only) per month.

* as per policy guidelines

Digitally Signed By **Factor 1**

Signer: MAHESH KISHORE PUNJABI
Date: Tue, Apr 11, 2023 16:47 IST

(Mahesh Kishore Punjabi)
Senior Project Manager
(Human Resources)

Digitally Signed By

Signer: A S Amudha
Date: Tue, Apr 11, 2023 18:11 IST

(Amudha A S)
Process Lead
(Human Resources)