

Strictly Private & Confidential

ITC Infotech India Limited

June 30, 2021

**Name: Siddrameshwar Jeer
PSID: 34820**

Dear Siddrameshwar,

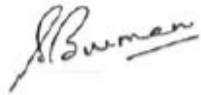
In appreciation of your performance and contribution to the organization, we are pleased to revise your compensation as part of the "Annual Salary Increase Cycle" effective July 01, 2021. The details of your revised compensation are enclosed in the Annexure - 1.

We wish you a great and fulfilling career with ITC Infotech in the years to come. We are sure that you shall continue to strive towards organizational growth and excellence.

Warm Best wishes,

Yours sincerely,

For ITC Infotech India Limited



**Suchismita Burman
Chief Human Resources Officer**

Encl : Annexure 1

Annexure 1

Name : Siddrameshwar Jeer
PSID : 34820
Grade : IS2
Designation : Associate IT Consultant
Country : India

Compensation Details

Components	As on June 30, 2021	Effective July 1, 2021
	Amounts in INR per annum	Amounts in INR per annum
TOTAL FIXED PAY	926,217	974,712
Consolidated Salary (Basic)	193,476	207,096
House Rent Allowance	96,744	103,548
Supplementary Allowance	580,080	606,516
Meal Coupons	13,200	13,200
Leave Travel Allowance	18,000	18,000
ITC Products & Services - EN1	1,500	1,500
Provident Fund (Company Contribution)	23,217	24,852
TOTAL VARIABLE PAY	36,768	37,788
Short Term Incentive (STI) - EN2	36,768	37,788
TOTAL COST TO COMPANY	962,985	1,012,500

Explanatory Notes (EN):

1. **ITC Products & Services:** You will be reimbursed this amount as a taxable perquisite on submission of bills/ receipts of admissible ITC products & services as per the company's policy. Unclaimed amount before end of the financial year is not carry forwarded or encashed
2. **Short Term Incentive (STI):** You will be eligible for bonus as per the Payment of Bonus Act or the indicated bonus amount, the higher will be payable
3. **Insurance:** You shall be covered under the group insurance as per the company's policy
4. **Gratuity:** You will be entitled for the payment of Gratuity as per the Payment of Gratuity Act
5. Refer to India Policies on Café Xpress for details of other components
6. Other terms and conditions of your service shall remain unaltered. All payments will be made as per company's policy and subject to applicable statutory deductions