

girnar INSURANCE BROKERS PVT. LTD.

Strictly Confidential

November 26, 2021

Saurabh Jain
10054505

Subject: Mid-Year Compensation Review

Dear **Saurabh,**

Together, we are on a journey to Own Personal Mobility with an integrated eco-system and exceptional consumer experience. As is true for any such transformational journey, this path has been eventful and challenging. Thus, we really appreciate the efforts being put in and the commitment shown by you towards our vision. We are pleased to inform that your Total Annual Remuneration stands revised to INR **37,00,000** with effect from **October 01, 2021**. Congratulations & well done!

Total Increment: **6%**.

For a detailed break-up of your remuneration please refer to **Annexure 1**. All other terms and conditions of your employment remain unchanged.

Over and above the stated, we are pleased to reward you ESOP options* worth **INR 6,14,220**. It will be our endeavor to significantly grow this value together.

We look forward to you raising the bar on your performance this year, while we remain committed to providing you with great growth opportunities at our company.

We wish you all the best for the rest of the year!

Sincerely,
For Girnar Software Private Limited



Manish Wadhwa
Chief People Officer

*The date of the grant will be (December 1, 2021). A detailed grant letter vesting details and other terms & conditions will be shared with grant allocation.

Girnar Insurance Brokers Private Limited CIN - U66010RJ2016PTC054811

Corporate Office (Gurgaon): Emaar Digital Greens, 11th Floor, Tower B, Golf Course Ext. Rd, Sec 61, Ghata, Gurgaon- 122102, Haryana

Registered Office (Jaipur): 21 Girnar, Govind Marg, Mooti Doongri Road, Dharam Singh Circle, Jaipur- 302004, Rajasthan

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General)

Direct Broker: (Life &

Valid till: 19th March 2023

Annexure – 1

Salary Annexure Letter		
Employee Name: Saurabh Jain		
Employee Code:10054505		
Designation: Senior Tech Lead (4.1)		
Compensation Details	Current CTC (INR)	Revised CTC (INR) w.e.f. October 01, 2021
Fixed Pay Components	Annual	Annual
Basic Salary	11,56,248	12,58,000
House Rent Allowance	5,78,124	6,29,000
Special Allowance	7,86,473	7,54,730
Flexi Pay	1,75,404	2,91,800
Total Fixed	26,96,249	29,33,530
Retirals		
Gratuity	55,620	60,510
PF (Employer's Contribution)	1,38,756	1,50,960
Total Retirals	1,94,376	2,11,470
Other Payments		
Performance Linked Variable (Target)	6,09,375	5,55,000
Total Annual Remuneration	35,00,000	37,00,000

Other Benefits	Coverage	Coverage
Life Insurance Sum Insured	1,05,00,000	1,11,00,000
Mediclaime Insurance Sum Insured	5,00,000	5,00,000
Personal Accident Insurance Sum Insured	1,05,00,000	1,11,00,000

Note:

1. The Employer shall deduct from compensation, central and state taxes on income, all types of social security contributions, contribution for insurance and such other deductions as the law now or from time-to-time as required. The opinion of Company in terms of deductions will be final.
2. Performance Linked Incentive/Variable payout will be calculated as per the org. policy. The mentioned amount is an indicative number and the actual payout which will be dependent on your performance, maybe higher or lower than this.

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