

Annexure-III

Pay Structure Details

Salary Component	Monthly (INR)	Annual (INR)
Fixed Salary		
Basic	₹124,544.00	₹1,494,528.00
Provident Fund (PF) - Employer Contribution	₹14678.30	₹176,136.00
Statutory Bonus*	Not Applicable	Not Applicable
Sub-Total (A)	₹139,222.00	₹1,670,664.00
Flexible Benefits Salary		
Flexible Benefits Component 1	₹143,278.00	₹1,723,336.00
Sub-Total (B)	₹143,278.00	₹1,723,336.00
Annual Fixed Pay (A+B)	₹282,500.00	₹3,400,000.00
Other Benefits		
Gratuity	₹4,970.33	₹59,644.00
ESIC - Employer Contribution	Not Applicable	Not Applicable
Insurance Premium	₹1,523.08	₹18,277.00
Sub-Total (C)	₹6,493.42	₹77,921.00
Variable Pay		
Variable Pay Amount (ICP/MBVP)	₹8,333.33	₹100,000.00
Sub-Total (D)	₹8,333.33	₹100,000.00
Total Rewards (A+B+C+D)	₹273,426.08	₹3,577,921.00

* Statutory deduction would include but not be limited to Income Tax, Professional Tax (if applicable), ESIC Contribution (if applicable), Provident Fund

** Employee shall be eligible as per the provisions of the 'Payment of Gratuity Act, 1972' or the Code on Social Security 2020, as and when applicable

*** Employee shall be eligible as per provisions of Employees State Insurance Act, 1948 as amended from time to time or the Code on Social Security 2020, as and when applicable

**** Approximate Group Medical Insurance coverage premium assumed towards employee plus spouse and up to 2 dependent children, and towards Group Life Cover and Group Personal Accident Insurance coverage