

August 22, 2023

Vishwas Maheshwari

10688585

India

Dear Vishwas Maheshwari,

We hope this letter finds you in good health and high spirits.

What an incredible and momentous FY23 it has been for us! Together, we faced challenges head-on, overcame obstacles with ease, and achieved remarkable milestones that have put us at the forefront of our industry. We are grateful for your exceptional talent, hard work, and passion contributing to our success. Thank you for being such an important part of our journey.

Based on the evaluation conducted for the FY22-23 performance period and in recognition of your accomplishments, we are pleased to announce your well-deserved promotion, effective July 1st, 2023. Heartiest congratulations!

We are happy to share your revised compensation, effective July 1st, 2023, attached to this letter.

We appreciate your understanding that all matters related to your compensation are strictly confidential between the company and yourself, and such confidentiality shall always be maintained. All other terms and conditions of your employment remain unchanged.

We are excited about the opportunities that FY24 presents and look forward to your continued support in powering our growth journey.

Regards,

For LTIMindtree Limited



Rajeev Kumar

Global Head - Compensation & Benefits

Salary Card

Name : Vishwas Maheshwari		Grade : P2
P.S. No. : 10688585		Designation : Senior Software Engineer
Components	Per Annum	Per Month
Basic	278,136	23,178
Bouquet of Benefits (BoB)	649,020	54,085
A. Base Salary	927,155	77,263
Variable Compensation	0	
B. Variable Compensation	0	
C. Total Target Cash (TTC) - A+B	927,155	
Provident Fund (PF)	33,372	2,781
Gratuity	13,380	1,115
Mediclaime Insurance Premium	12,929	
D. Retiral and Other Benefits	59,681	
Cost to Company (CTC) - C+D	986,836	
<u>Medical Insurance:</u> For details refer to Group Medical Policy - Grades P7, M7, L7, S7 and below policy on HR Policies Portal. Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.		

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<p>Notes:</p> <ul style="list-style-type: none"> - PF and leave encashment will be calculated based on Basic, as per the rules. - The PF amount shown is Employer's contribution. An equal amount will be deducted as Employee's contribution. - Gratuity will be calculated based on Basic, as per the rules. 		
<p>Following are the components applicable to you under Bouquet of Benefits(BoB).</p>		
Components	Limits	Remarks
House Rent Allowance (p.m.)	50% of basic	Mandatory
Education Allowance (p.m.)	Rs. 200/-	Optional
Leave Travel Allowance (p.a.)	Rs. 15,000/-	Optional
Meal Allowance (p.m.)	Rs. 1,100/- OR Rs. 2,200/-	Optional
Hostel Expenditure (p.m.)	Rs. 600/-	Optional
Broadband Reimbursement (p.m.)	Rs. 2,000/-	Optional
Mobile Reimbursement (p.m.)	Rs. 750/-	Optional
<p>- Balance amount under Bouquet of Benefits(BoB) will be paid as Ad-hoc Allowance per month and will be fully taxable.</p>		
<p>- You are required to declare your options under Bouquet of Benefits(BoB) in the SSC Portal. The guidelines relating to Bouquet of Benefits(BoB) are available on HR Policies portal.</p>		
<p>- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.</p>		
<p>- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.</p>		
<p>- In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.</p>		