



IBM CONFIDENTIAL

ANNEXURE A

DATE	November 8, 2024		
NAME	Vishwas Maheshwari	BAND	07B
DESIGNATION	Senior Application Developer	LOCATION	Gurgaon
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		993694	
2. Standard Flexible Benefit Plan			
I. House Rent Allowance (HRA)		596216	
II. Leave Travel Assistance (LTA)		165616	
III. Conveyance Allowance		90000	
3. Optional Flexible Benefit Plan		489655	
4. Annual Reference Salary (ARS)		2335180	
5. Retirals			
a) Provident Fund (PF)		119243	
b) Gratuity		47697	
6. Annual Reference Salary + Retirals		2502121	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.