



Gratuity Policy

As per company norms and aligned with the Payment of Gratuity Act, gratuity is considered a statutory benefit provided to employees who have **completed a minimum of 5 years of continuous service** with the organization.

At eYantra Ventures, gratuity is **factored as 4.81% of the Basic Salary** and forms part of the employee's **Cost to Company (CTC)**. This amount is **accumulated and disbursed** as per applicable regulations and upon fulfilling eligibility criteria at the time of exit.

Please note.

- Gratuity is **payable only after completing 5 years** of continuous service.
- It is **not paid monthly** but is accrued and disbursed at the time of resignation, retirement, or termination (subject to eligibility).
- The 4.81% reflected in your CTC is a **provisioned component** and not a part of monthly take-home salary.