

ANNEXURE II
SALARY STRUCTURE

Components		Monthly	Yearly
Basic Salary and DA (A)		12,687	1,52,244
Allowances (B)	I) HRA	5,075	60,898
	II) Personal Allowance	895	10,735
	III) Statutory Bonus	1,400	16,800
Gross Salary (C = A+B)		20,056	2,40,677
Retirals (D)	I) Employer's contribution to Provident Fund	1,798	21,576
	II) Employer's contribution to ESI	652	7,824
	III) Employer's contribution to NPS	0	0
Total Fixed Pay (E = C+D)		22,506	2,70,077
Perquisites & Benefits (F)	I) Gratuity	610	7,323
	II) Insurance ¹	1,050	12,600
Cost to Company (G = E+F)		24,167	2,90,000
Variable Pay (H)	I) Indicative Incentive Pay ²	6,857	82,283
Total Earning Potential (I = H)		6,857	82,283
Total CTC (G+I)		31,024	3,72,283

1. Insurance Premium

Group Personal Accident, Term Life Insurance and Group Medical Insurance (for self, spouse, parents and upto two children). Coverage amounts are as per the below table.

Group Personal Accident Cover	3 times fixed pay or 10 Lacs, whichever is higher
Group Term Insurance	INR. 4,00,000
Group Medical Insurance	-

2. Indicative Variable Pay

- a) Incentive Plan: For employees on Incentive Plan this is the *average annual incentive* earned by employees in similar roles during FY2023-24 and achieving minimum performance threshold.
- b) Bonus: For employees on Bonus Plan this is upto a maximum 25% of Gross Pay (C).
- c) With reference to the above points, please note that there is no guaranteed Variable Pay and the same is subject to performance.

