TCS Confidential
Ref: TCS/2024-25/BPS-BPO5/1104336

April 18, 2024

Mr. Shiv Shankar Tiwari
Jaipur

Dear Shiv Shankar Tiwari,

I would like to take this opportunity to thank you for your contribution over the past year. It is important that we come together at the workplace to collaborate and benefit by learning from each other, imbibe the TCS way and work to build a career, whilst staying relevant to our customers. The shared experiences gained at the workplace are very important to nurture camaraderie and build stronger professional bonds. I sincerely look forward to your participation in our journey towards creating greater futures together.

I am pleased to share with you the revised Annual Compensation, effective April 01, 2024. Your India Annual Compensation is **Rs. 11,70,817/-**. The details of your compensation and related benefits are enclosed in the Annexure to this letter.

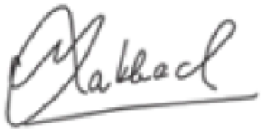
Please note, that the above details are specific to India and are subject to change in case of long-term deputation on international assignments, if any.

Going forward, compliance to the work from office mandate will be reviewed every quarter and non-compliance will result in an impact on the performance bonus, performance band, compensation and career progression as per the TCS India Policy - Working Hours, TCS India (BPS) Policy – Working Hours and the TCS India Guideline – Work from Office Non-Compliance (Refer Ultimatix – Employee Services - HR Policy Hub).

I encourage you to speak to your Manager / Business Unit Head or your HR Business Partner in case you need any clarification or discussion.

I look forward to your continued support and commitment in our journey together.

Warm Regards,



Milind Lakkad
Chief Human Resources Officer

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ANNEXURE

The details of your India compensation and benefits are given below. The CTC and its components are subject to review and change, based on the prevailing regulatory framework. Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.

COMPONENT CATEGORY	ANNUAL
BASIC SALARY	2,92,800
BOUQUET OF BENEFITS*	5,93,632
CITY ALLOWANCE#	7,560
RETIRALS	
Provident Fund	35,136
Gratuity	14,084
PERFORMANCE PAY**	
Monthly Performance Pay$$	82,800
Performance Bonus***	1,16,400
TOTAL SALARY	**11,42,412**
INSURANCE	
Health Insurance@	28,405
CTC	**11,70,817**
Afterlife Benefit$	4,496

* Bouquet of Benefits includes Personal Allowance which is not grade linked and does not accrue automatically. Personal allowance is subject to review and may change or be adjusted against other emoluments at a later date. Refer to Table 2 for TCS Defined Structure.

City Allowance is specific to India and is linked to base location. It will be discontinued while on international assignment. This allowance is subject to review.

** Performance Pay is in lieu of statutory profit bonus.

$$ Monthly Performance Pay is based on your individual performance.

*** Performance Bonus is based on your individual, Unit and Company performance and other organizational imperatives as communicated from time to time. It will be paid quarterly and is subject to being active on the company rolls on the date of announcement.

@ Premium for Health Insurance Scheme for self and dependants borne by TCS.

$ Cost for the Afterlife Benefit is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of Rs. 23 Lakhs. For details, please refer to the policy on Afterlife Benefit.

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ANNEXURE

Table 2: TCS defined structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	2,04,960
Leave Travel Allowance	24,400
Food Card Allowance	30,000
Communication Allowance	4,920
Vehicle Maintenance Allowance	30,000
Personal Allowance	2,99,352
BOUQUET OF BENEFITS	**5,93,632**

To design your Bouquet of Benefits, access the Link to BoB in the Global Employee Self Service in Ultimatix.