



TCS Confidential
Ref: TCS/2023-24/BPS-BPO3/2210954

April 17, 2023

Mr. Rishav Ghosh
Chennai

Dear Rishav Ghosh,

I would like to take this opportunity to thank you for your hard work and commitment in delivering sustained growth over the past year. In the coming days, it is important that we come together at the workplace and benefit by learning from each other, know our TCS and work to build a career, whilst staying relevant to our customers. I sincerely look forward to your participation in our journey towards creating greater futures together through innovation and collective knowledge.

I am pleased to share with you the revised Annual Compensation, effective April 01, 2023. Your India Annual Compensation is **Rs. 7,45,510/-**. 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.

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



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	1,87,200
BOUQUET OF BENEFITS*	4,15,032
CITY ALLOWANCE#	6,600
RETIRALS	
Provident Fund	22,464
Gratuity	9,004
PERFORMANCE PAY**	
Monthly Performance Pay\$\$	54,000
Performance Bonus***	40,800
TOTAL SALARY	7,35,100
INSURANCE	
Health Insurance@	10,410
CTC	7,45,510
Afterlife Benefit\$	2,863

* 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.

* Bouquet of Benefits includes Communication Allowance which can be used to pay only Voice and Internet Data related expenses in your name. This allowance is subject to review.

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 on Knowmax.

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Table 2: TCS defined structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	93,600
Leave Travel Allowance	15,600
Food Card Allowance	30,000
Communication Allowance	4,920
Personal Allowance	2,70,912
BOUQUET OF BENEFITS	4,15,032

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



TCS/EMP/2210954

June 14, 2024

Mr. Rishav Ghosh

TCS - Chennai

Dear Mr. Rishav Ghosh,

This has reference to your resignation letter dated March 15, 2024 indicating your desire to resign from the services of the organization.

With regret, we accept your decision to cease your employment with us.

We would like to inform you that you stand relieved from the services of the organization from the close of office hours of June 12, 2024.

We would also like to remind you of the obligations of the confidentiality and non-disclosure agreement which you had signed during your employment with the Company.

We earnestly hope that you will continue to bestow the same degree of commitment in protecting the Intellectual Property of the company as you have agreed to uphold as per the terms of the confidentiality and non-disclosure agreement. We request you to strive and ensure that the trade secrets, confidential and the intellectual property that were developed when you were in the employment of the company continue to be protected and are not compromised in any way.

We wish you success in your future endeavors.

With kind regards,

Yours sincerely,

For Tata Consultancy Services Limited

Milind Lakkad
Executive Vice President & Global Head - Human Resources

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Tel 91 22 6778 9999 Fax 91 22 6778 9000 e-mail corporate.office@tcs.com website www.tcs.com

Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021

Corporate Identification No. (CIN): L22210MH1995PLC084781



TCS/EMP/2210954

SERVICE CERTIFICATE

This is to certify that Mr. Rishav Ghosh was employed by us and his particulars of service are as under:

- | | |
|------------------------------|---|
| 1. Name | : Mr. Rishav Ghosh |
| 2. Designation | : Business Process Lead |
| 3. Department | : Business Process Outsourcing Services |
| 4. Gross Annual Compensation | : Rs. 745510/- |
| 5. Date of Joining | : March 23, 2022 |
| 6. Date of Leaving | : June 12, 2024 |
| 7. Reason for Leaving | : Resigned |

Dated: June 14, 2024

Milind Lakkad
Executive Vice President & Global Head - Human Resources

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Corporate Identification No. (CIN): L22210MH1995PLC084781

Payslip
MAR 2024

MR. Rishav Ghosh											
Employee Details			Payment & Leave Details			Location Details					
Emp No.	2210954		Bank Name	Standard Chartered Bank		Location	Siruseri - Unit 2				
Grade	BPO3	UAN	100810571317	Acc No.	42810945335		Base Br.	TCS - CHENNAI			
PAN	BJLPG5114L		Days paid	31		Depute Br.	TCS - Chennai				
Tax Regime	OLD		Leave Balance	EL	10.40	SL	19.25	CL	2.00	WON/ SWON	20227031

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		15,600.00	Provident Fund	1,872.00
House Rent Allowance		7,800.00	Income Tax	15,678.00
Leave Travel Allowance		1,300.00		
Overtime	1,575.00			
Personal Allowance		22,576.00		
Miscellaneous		2,910.00		
City Allowance		550.00		
Night Shift Allowance		3,750.00		
Performance Pay		4,500.00		
Total Earnings (Current + Arrears)		60,561.00	Total Deductions	17,550.00

Retirals as on Month end		Net Pay (INR)	43,011.00
Provident Fund*	1,88,707.00		

*inclusive of provisional interest and in PF balance displayed above, Non Repayable withdrawals processed after 25th of the month are not adjusted.

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	7,77,619.00	Net Tax Income r/o	6,28,880.00	80C	88,647.00
Deductions under Sec 16	52,500.00	Total Tax Payable	39,808.00	80D	1,776.00
Chapter VIA relief	96,243.00	Tax Deducted till date	39,808.00		
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Investment Description				Exemption Considered*	
PF Contribution	22,464.00	PPF	30,000.00		
80D-Medical Premium	1,776.00				
80CCD - NPS	5,820.00				
LIC Premium	36,183.00				

Misc Breakup

Component Description	Amount
Communication Card Adjustment	410.00
Food Card adjustment	2,500.00
Total	2,910.00

Payslip

APR 2024

MR. Rishav Ghosh

Employee Details		Payment & Leave Details			Location Details		
Emp No.	2210954	Bank Name	Standard Chartered Bank		Location	Siruseri - Unit 2	
Grade	BPO3 UAN 100810571317	Acc No.	42810945335		Base Br.	TCS - CHENNAI	
PAN	BJLPG5114L	Days paid	30		Depute Br.	TCS - Chennai	
Tax Regime	NEW	Leave Balance	EL	14.40	SL	21.25	
			CL	0.00		WON/ SWON	20227031

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		15,600.00	Provident Fund	1,872.00
House Rent Allowance		7,800.00	TCS Welfare Trust	250.00
Leave Travel Allowance		1,300.00		
Personal Allowance		22,576.00		
Miscellaneous		13,110.00		
City Allowance		550.00		
Night Shift Allowance		5,500.00		
Performance Pay		4,500.00		
Total Earnings (Current + Arrears)		70,936.00	Total Deductions	2,122.00

Retirals as on Month end		Net Pay (INR)
Provident Fund*	1,92,499.00	68,814.00

*inclusive of provisional interest and in PF balance displayed above, Non Repayable withdrawals processed after 25th of the month are not adjusted.

Projected Annual Tax Information			Chapter VIA Relief	
Annual Income*	1,77,158.00	Net Tax Income r/o	1,27,160.00	
Deductions under Sec 16	50,000.00	Total Tax Payable		
Chapter VIA relief	0.00	Tax Deducted till date		
		Balance Tax		

* Please Note, Annual Income is after considering the exemption - if any.

Investment Description				Exemption Considered*	
PF Contribution	5,672.00				

Misc Breakup

Component Description	Amount
Food Card adjustment	2,500.00
Communication Card Adjustment	410.00
Quarterly Performance Bonus	10,200.00
Total	13,110.00

Investment Description				Exemption Considered*	
PF Contribution	5,672.00				

Misc Breakup

Component Description	Amount
Food Card adjustment	2,500.00
Communication Card Adjustment	410.00
Total	2,910.00