

Karan Sharma,
Senior Associate,

1st November 2023

Dear Karan,

We acknowledge and thank you for all your efforts that have been reflected in the strong performance at JSS Digital Consulting Private Limited ("Employer") in FY 2023 -2024 when you were deployed at Everest Group.

We have considered your performance for the year 2023, parity within your peer group, and results of the compensation benchmarking exercise conducted across similar businesses, in arriving at your compensation. Please note your compensation information is extremely confidential and subject to your consumption alone. The duration of employment is twelve months i.e., 01st November 2023 to 01st Nov 2024. If the agreement further extends then you will be eligible for next hike in Nov'2024.

Effective 1st November 2023, your revised total Annual Cost to Company ('CTC') would be **INR 7,15,000/-**. Please find below the break-up of the same:

| Description | Annual (in INR) | Monthly (in INR) |
|---------------------------------|-----------------|------------------|
| Basic Pay | 3,46,700 | 28,892 |
| HRA | 1,38,680 | 11,557 |
| Leave Travel Allowance | 17,335 | 1,445 |
| Statutory Bonus | 28,880 | 2,407 |
| Other Allowance | 1,61,805 | 13,484 |
| Gross salary | 6,93,400 | 57,783 |
| PF | 21,600 | 1,800 |
| Total Compensation (A+B) | 7,15,000 | 59,583 |

Annual components (like LTA, Medical Allowance) would be payable on claims and will be considered for tax benefits.

Annual Medical Insurance Coverage for self and 3 dependents is being paid by the Firm on your behalf. The premium amount is subject to change every year post renewal of insurance policy.

Your compensation above is subject to income tax deduction as per the rules and guidelines prescribed under the prevailing tax laws. All the components or benefits which are non-taxable in the salary structure need due submission of proofs within the prescribed timelines on the HRMS tool to avail the benefits.

The terms and conditions of employment set out in your original employment agreement letter will continue to apply to your ongoing position. Any change will be notified to you separately.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

For JSS Digital Consulting Private Limited



Mahesh Varma Sagi
Authorized Signatory