



## 2025 Annual Rewards Statement

**Date:** 9 June 2025

**Employee Name:** Mohammed Ishaq

**Employee ID:** 224586

**Designation:** General Manager

<b>Performance Rating for FY 24-25</b>	<b>Meets Expectations</b>	
<b>Variable Payout for FY 24-25</b>	<b>Rs. 6,39,205</b>	
<b>Compensation Detail</b>		
	<b>w.e.f. - 01 April 2025</b>	
<b>Salary Components</b>	<b>Rs. Per Month</b>	<b>Rs. Per Annum</b>
Basic	1,99,958	23,99,490
House Rent Allowance	79,983	9,59,796
Special Allowance (Including FBP)	2,52,971	30,35,655
<b>Total (A)</b>	<b>5,32,912</b>	<b>63,94,941</b>
Employer PF Contribution	23,995	2,87,939
Gratuity	9,618	1,15,415
<b>Total (B)</b>	<b>33,613</b>	<b>4,03,354</b>
Variable Pay	99,975	11,99,699
<b>Total (C)</b>	<b>99,975</b>	<b>11,99,699</b>
<b>Cost to Company (A+B+C)</b>	<b>6,66,500</b>	<b>79,97,994</b>

**Variable Pay:** To be eligible for the variable pay, you will need to be on active service as of 31st March 2026. This will be an annual payment paid to eligible employees after the performance review cycle.

**Special Allowance:** Your Special Allowance will be according to the Flexi-Benefit Plan (FBP) as availed by you on the payroll portal.

**Gratuity:** Gratuity is payable as per the Payment of Gratuity Act and its amendments from time to time as applicable.

**Taxation:** Please note that any liability in respect of income tax arising out of this revision shall be to your account.

**Note:** Professional Tax (PT) and Labour Welfare Fund (LWF) amounts will be deducted based on government notification.

This is a system generated letter and does not require a signature.

### TATA ELECTRONICS PRIVATE LIMITED

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CIN U31100KA2020PTC133739