



TCS Confidential
Ref: TCS/2025-26/CC-C3A/1533367

September 01, 2025

Mr. Pramodh Prakash
Chennai

Dear Pramodh Prakash,

Thank you for your dedication and hard work.

I am pleased to share with you the revised Annual Compensation, effective September 01, 2025. Your India Annual Compensation is **Rs. 16,27,368/-**. 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

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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	3,70,800
BOUQUET OF BENEFITS*	8,60,952
CITY ALLOWANCE#	32,400
RETIRALS	
Provident Fund	44,496
Gratuity	17,835
PERFORMANCE PAY**	
Monthly Performance Pay\$\$	1,17,600
Performance Bonus***	1,63,200
TOTAL SALARY	16,07,283
INSURANCE	
Health Insurance@	20,085
CTC	16,27,368
Afterlife Benefit\$	6,249

* 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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Table 2: TCS defined structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	2,59,560
Leave Travel Allowance	30,900
Food Card Allowance	30,000
Communication Allowance	4,920
Vehicle Maintenance Allowance	18,000
Personal Allowance	5,17,572
BOUQUET OF BENEFITS	8,60,952

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