

April 1, 2025

Mohamed Afrath

N1157447

Chennai

Dear Mohamed,

Access Healthcare now stands at the threshold of an exciting new chapter. We begin FY2025-26 as part of a global corporate ecosystem that provides the ideal platform to achieve accelerated growth. This new environment brings stronger alignment with global best practices, greater access to innovation, and enhanced resilience in a dynamic marketplace. It opens up unprecedented opportunities for our people while also placing on us the responsibility to drive meaningful, sustainable progress. Our priorities are clear, and we are actively investing in the right set of capabilities that will shape our future.

We firmly believe that our people remain one of the most important pillars of our success, and strive to build a workplace built on fairness, transparency, and merit. By providing ongoing learning and development opportunities, we equip our team members with the skills needed to thrive and progress in their careers. Our award-winning technology framework ensures unbiased evaluations in every cycle and supports a reward system that recognizes both performance and future potential.

The annual organization-wide performance management process is now complete, and this year's performance ratings and corresponding compensation revisions have been finalized. Considering your performance rating of **Meets Expectation** for the year, your compensation has been revised from ₹ 4,32,996 to ₹ 4,81,738 with effect from **April 1, 2025**.

We have enclosed a break-up of your revised remuneration as Annexure-1 to this Letter. All other terms and conditions of your employment shall remain the same. We look forward to your continued support and contribution to our success as an organization.

Warm Regards,

For Access Healthcare Services Pvt. Ltd.,



Jacob Jesueroon

Senior Vice President – Human Resources

ANNEXURE-1

Employee ID : **N1157447**
 Employee Name : **Mohamed Afrath**
 Effective date of revision : **April 1, 2025**
 Location : **Chennai**
 Designation : **Senior Client Partner**
 Band : **1**
 Grade : **1C2**
 CTC Increase % : **11.3%**
 (Prorated as applicable)

Your Revised Compensation details are provided below:

Salary Components	Amount in Indian Rupees	
	Monthly	Annually
Basic	16,058	1,92,695
DA		
House Rent Allowance	8,029	96,348
Conveyance Allowance	1,600	19,200
SDA		
Statutory Bonus	2,941	35,287
Special Allowance	7,609	91,307
Gross (A)	36,236	4,34,837

BENEFITS		
Provident Fund (Employer)	1,800	21,600
ESIC		
Gratuity	771	9,249
Retention Incentive	1,338	16,051
Total (B)	3,908	46,901

Cost to Company (A+B)	40,145	4,81,738
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