



TCS Confidential
Ref: TCS/2025-26/CC-C1Y/2307039

May 20, 2025

Mr. Harikaran R
Varanasi

Dear Harikaran R,

This is to inform you of your compensation structure revision effective **April 01, 2025**.

Your Annual Compensation for the year 2025-26 is **Rs. 3,81,588/-**.

The details of your compensation and related benefits are enclosed in the Annexure to this letter. Kindly note that the above details are specific to India and may be subject to change in case of long term deputation on international assignments, if any.

I look forward to your continued commitment and a fulfilling career with TCS in the years to come.

Warm regards and best wishes,

A handwritten signature in black ink, appearing to read 'Milind Lakkad'.

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



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ANNEXURE I

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary

Your Basic Salary will be **Rs. 15,000/-** per month.

Bouquet of Benefits (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. To design your Bouquet of Benefits, you may access the link in the Global Employee Self Service in Ultimatix. All the components will be disbursed on a monthly basis. Bouquet of Benefits comprises of the following salary components.

House Rent Allowance

To avail tax benefit on this amount, you have to access the TRLP link in Ultimatix and submit rent receipts at least once a quarter to the Finance department of your base branch.

Leave Travel Allowance

If you wish to avail tax benefits, you need to apply for a minimum of three days of earned leave, apply in Ultimatix and submit supporting travel documents.

Food Card Allowance

You will be eligible for Food Card. It can be set up to a maximum of **Rs. 3,000/-** per month for tax exemption. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.

Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of **Rs. 2,000/-** per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name. For further details please refer to the policy on Communication Allowance on Knowmax.

Personal Allowance

This component is fully taxable. This is not a grade-linked benefit and does not accrue automatically. This allowance is subject to review and may change or be adjusted against other emoluments at a later date.

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PERFORMANCE PAY

Performance pay shall be treated in lieu of statutory profit bonus. Your performance pay will comprise of two parts as indicated below.

Monthly Performance Pay

You will receive a monthly performance pay of **Rs. 1,900/-** per month based on your individual performance.

Performance Bonus

Your performance bonus will be **Rs. 1,320/-** per month. Performance Bonus will be paid quarterly and is subject to being active on the company rolls on the date of announcement of performance bonus. It is based on your individual, Unit and Company performance and other organizational imperatives as communicated from time to time.

CITY ALLOWANCE

You will be eligible for a City Allowance of **Rs. 300/-** per month. This allowance is fully taxable, is specific to India and linked to your base location. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

Health Insurance Scheme

You are covered by the Group Health Insurance Scheme. The insurance cover entitles your family and you towards reimbursement of medical expenses up to **Rs. 2,06,000/-** per annum per insured. This scheme also provides enhanced hospitalisation cover up to **Rs. 12,00,000/-** per annum per family, on payment of premium, as applicable. For details, please refer to the policy on HIS.

RETIRALS

Provident Fund

TCS will contribute 12% of your basic salary every month as contribution to the Provident Fund.

Gratuity

You will be eligible for gratuity in accordance with the rules applicable.

Afterlife Benefit

You are covered under Afterlife Benefit policy, the cost for which is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of INR 23 Lakhs. For details, please refer to the policy on Afterlife Benefit on Knowmax.

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ANNEXURE II

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	1,80,000
BOUQUET OF BENEFITS	1,16,760
CITY ALLOWANCE	3,600
RETIRALS	
Provident Fund	21,600
Gratuity	8,658
PERFORMANCE PAY	
Monthly Performance Pay	22,800
Performance Bonus	15,840
TOTAL SALARY	3,69,258
INSURANCE	
Health Insurance	12,330
CTC	3,81,588
Afterlife Benefit	1,472

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Table 2: TCS Defined Structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	90,000
Leave Travel Allowance	15,000
Food Card Allowance	6,000
Communication Allowance	4,920
Personal Allowance	840
BOUQUET OF BENEFITS	1,16,760

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