

Confidential

10th July 2025

Compensation Restructuring Effective 01.04.2025

Employee ID:	124249
Employee Name:	Thangarasu C
Current Grade Current Designation:	E2 Associate Manager - Merchandising
Business Department:	Activewear Marketing

COMPENSATION HEADS	As on 31 st March 2025		Effective 1 st April 2025	
	Annual	Monthly	Annual	Monthly
Basic Salary	3,11,568	25,964	3,35,568	27,964
Flexible Benefits Plan (FBP)	60,000	5,000		
House Rent Allowance	1,55,784	12,982	1,36,632	11,386
Personal Allowance	3,10,476	25,873	4,25,628	35,469
Total Cash	8,37,828	69,819	8,97,828	74,819
Provident Fund	37,388	3,116	37,392	3,116
Gratuity	14,979	1,248	14,976	1,248
Total Retirals	52,367	4,364	52,368	4,364
Gross Compensation	8,90,195	74,183	9,50,016	79,183
Medical Insurance	11,500	958	12,500	1,042
Total Benefits	11,500	958	12,500	1,042
Total Fixed CTC	9,01,695	75,141	9,62,516	80,225
Variable Pay	44,510		44,508	
Total Earning Potential	9,46,205		10,07,204	

Notes:

- **Medical Insurance / ESI:** Eligibility for medical insurance premium or coverage under ESI for self and family (self, spouse, and up to two children) will be governed as per the prevailing Company Policy.
- **Flexible Benefits Plan (FBP):** If Applicable, reimbursements under FBP are claimable against valid bills, as per policy. All claims must comply with applicable tax laws.
- **Gratuity:** Gratuity will be payable in accordance with the provisions of the Payment of Gratuity Act, 1972 and applicable rules, subject to completion of the minimum continuous service period as prescribed under the Act.
- **Provident Fund:** Contributions toward the Provident Fund will be governed by the Employees' Provident Fund Scheme, 1952. The amount indicated reflects the employer's contribution. An equivalent amount will be deducted from the employee's Total Cash and deposited monthly as part of the employee's contribution.
- **Statutory Bonus:** For employees covered under the Payment of Bonus Act, 1965, any statutory bonus payable will be deemed included in the Personal Allowance or Variable Pay, as applicable.
- **Location-Based Allowance:** Any allowance provided based on work location is governed by internal policy and does not form part of the Fixed CTC.
- Your remuneration is personal data and you are requested to maintain strict confidentiality around it. Any breach of this confidentiality will be considered a breach of our Code of Conduct and acted upon accordingly.

THE ADDED ADVANTAGE

INSURANCE



Group Term Life, Accidental Insurance, and Group Mediclaim



Voluntary Parental Health Insurance



Critical Illness Assistance

LEAVE



Casual & Privilege Leaves



Unlimited Sick Leaves



Maternity Leave



Fertility Leave



Paternity Leave



Adoption Leave

HEAL - AN EMPLOYEE WELL-BEING PROGRAM



Maternity Coaching Programme



Employee Assistance Programme



Free Online Consultation, Pharmacy & Diagnostic at Discounted Rates



Interactive Webinars

FLEXIBILITY



Flexi - Benefit Plan



Flexi Work Schedules



Corporate Travel Booking Tool



Employee Store Discounts & Special Sales

CLAP



Employee Recognition Programme



Internal Job Posting



Employee Referral Programme



Giving expressions to your thoughts



AMBER

CHRO's Virtual Confidante for Employee Feedback



SHIKHAR - Leadership Development Programme



EKLAVYA - Continuing Education & Skill Development Programme



PRAGATI - High Potential Development Programme



UDAAN - Supervisory Development Programme



SANKALP - Compliance & Ethical Excellence Programme

