

July 18, 2024

Dear Faruk,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of Senior CSA at the company's Mumbai office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs7,100.00
Special Allowance / FBP	Rs5,633.00
House Rent Allowance	Rs3,550.00
Conveyance	Rs1,600.00
Medical	Rs1,500.00
Statutory Bonus	Rs2,924.00
GROSS SALARY	Rs22,307.00
PF (12% of Basic) – Co. Contribution	Rs852.00
Gratuity(4.8% of Basic)*	Rs341.00
RETIRALS	Rs1,193.00
FIXED SALARY (p.m.)	Rs23,500.00
FIXED SALARY (p.a.)	Rs282,000.00
Performance Pay (p.a)**	Rs18,000.00
TOTAL ANNUAL CTC (p.a)	Rs300,000.00

A. Statutory Applicability and other Allowances:

- Gratuity will be paid in accordance with the Payment of Gratuity Act, 1972;
- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

B. Appointment Details:

Date of joining	August 12, 2024
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Statutory deductions & payments will be applicable in accordance with your eligibility under law, Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies.

You will be given an appointment letter with the terms and conditions of your employment if you accept this offer and are

appointed in the Company.

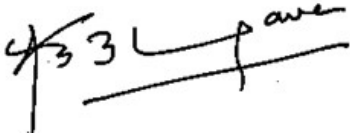
Your appointment in the Company is subject to the submission of documents as requested and a successful background verification check which will be conducted by the Company.

This offer is valid till 7 days from the date of issue for your acceptance and will be rescinded by the Company in the absence of acceptance by you.

We hope that your association with the Company will be a long and fruitful one.

Thanking You,

For Firstsource Solutions Limited

A handwritten signature in black ink, appearing to read 'Anshul Bhargava', written over a horizontal line.

Anshul Bhargava

Global Head – Human Resources

