

*Ankita*



*"We want to, we can and need to, grow. Therefore, we're again choosing a growth direction where we strengthen our necessary long-term competitiveness. A direction for a better IKEA today and also preparing for a stronger IKEA tomorrow"*

**13<sup>th</sup> July 2022**

Ankita Chaurasiya  
40003468

Dear Ankita,

We are growing! At IKEA, we are standardizing our pay structure and making it in line with the market. We are led by this purpose and determined to bring you this positive change that will be equal for all.

It is our pleasure to inform you that your existing salary structure has been revised, the Conveyance Allowance amount of INR 1,600 is now revised to **INR 2000**. Your revised salary structure is effective from 1 April 2022.

Please be informed that, there is no change in your Monthly Guaranteed Cash. The revised salary breakup is attached in Annexure to this letter.

Please note that all payouts are subject to Tax deduction at source as per the applicable Statutory requirements

All other terms & conditions of your appointment letter other than those that have been overridden by changes to the Company Rules and policies remains the same. Your next salary review date will be due on 1<sup>st</sup> January 2023.

In case of further clarification on the salary computation please contact your P&C representative.

We wish you a promising future with IKEA!

With Best Wishes,  
For IKEA India Private Limited

*Ankita*

-----  
Hemant Dinkar Koli  
Logistic Team Leader

-----  
Ankita Kalsi  
Store People and Culture  
Manager 545

-----  
Ankita Chaurasiya  
Co-Worker

## Annexure

**COMPENSATION DETAILS**

<b>Name: Ankita Chaurasiya</b>		<b>Employee Code: 40003468</b>
<b>Designation: Co-Worker</b>		<b>Department: Logistics</b>
<b>Statement of Cost-To-Company(IKEA)</b>		
<b>Effective: 1 April 2022</b>		
<b>Monthly Salary Components</b>		
<b>Particulars</b>	<b>Monthly (INR)</b>	<b>Annual (INR)</b>
Basic	9,918	119,011
HRA	4,959	59,506
Conveyance	2,000	24,000
Special Allowance	7,918	95,011
<b>Guaranteed Cash** (AGC)</b>	<b>24,794</b>	<b>297,528</b>
<b>Other Benefits</b>		
Provident Fund contribution by Company	1,800	21,600
One IKEA Bonus***	<b>Annual Component</b>	24,794
<b>Total B</b>	<b>1,800</b>	<b>46,394</b>
<b>Total CTC (A+B)</b>	<b>26,594</b>	<b>343,922</b>

\*\*Annual Guaranteed Cash is Gross. Statutory deductions (PF, Professional Tax, ESIC etc.) and tax will be deducted from Gross AGC, as applicable.

\*\*\* Our Annual Bonus programme is called One IKEA Bonus (OIB). The actual amount of OIB payout will be determined under the terms of the One IKEA Bonus global policy and may vary depending on the company's performance. The bonus is payable annually and is contingent on you being employed with the company on or before 5th March of a year. The amount specified above is on achieving 102% performance target

Note: IKEA at its sole discretion, alter, amend or discontinue any of these benefits at anytime to comply with statutory provisions