



Private and Confidential :Compensation Revision Letter

Date : August 01, 2025
Name : Kajana Uday
Emp Code : 18144

Dear Kajana ,

Thank you for your valuable contributions throughout FY25 and for your continued dedication to Prodapt.

At Prodapt, we follow a Pay for Performance philosophy, supported by a consistent and transparent performance management process across all our locations. As part of our Annual Total Compensation (ATC) review, we have evaluated your compensation in alignment with your performance, potential, and impact.

This review has been conducted with thoughtful consideration of:

- **Market competitiveness**
- **Internal parity**
- **The principle of pay-for-performance**

Please find below an overview of your revised compensation:

Item	Item description	Effective Aug 01, 2025
i.	ATC	9,99,996
ii.	Fixed	9,99,996

(All figures mentioned above are in INR per annum)

As we continue to build a future-ready organization, we believe our success is anchored in Prodapt's Winning Values — Depth, Speed, Futuristic & Persistence. These values guide how we work, grow, and recognize performance. To emerge as a true leader in disruption, we are transforming across several core pillars — staying true to our AI-first approach and a forward-looking mindset.

Based on this assessment, we are pleased to share the outcome of your revised compensation. Please refer to Schedule A for details of your updated compensation structure, effective July 1st'2025.

We appreciate your continued commitment to living these values and contributing to our collective growth.

For Prodapt Solutions Private Limited

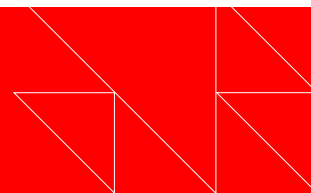
Lakshmipathi Itha (e-sign)
Vice President – Human Resources

All communication pursuant to this letter, whether verbal or written, between Prodapt and you shall be regarded as highly confidential.

Prodapt Solutions Private Limited

No. 25 A&B, 5th Cross St, South Phase, Thiru Vi Ka Industrial Estate, Sidco
Industrial Estate, Guindy, Chennai

www.prodapt.com





Schedule A: Salary and Allowances

Employee's Name	Kajana Uday
Position	Senior Software Engineer
Grade	P2B

Components	Annualized Value	Monthly Value
A: Fixed		
Basic Pay	3,99,996	33,333
House Rent Allowance	2,00,004	16,667
Sub-total A	6,00,000	50,000
B: Flexible		
Special Allowance	3,26,256	27,188
Sub-total B	3,26,256	27,188
C: Retiral Benefits		
Provident Fund	48,000	4,000
Gratuity	19,236	1,603
Sub-total C	67,236	5,603
D: Annual Component		
Health Insurance	6,504	542
Sub-total D	6,504	542
Total Cost to Company: (A+B+C+D)	9,99,996	83,333

Prodapt Solutions Private Limited

No. 25 A&B, 5th Cross St, South Phase, Thiru Vi Ka Industrial Estate, Sidco
Industrial Estate, Guindy, Chennai
www.prodapt.com

