

**January 29, 2026**

**Aparna Singh**  
Emp No : 3781  
Senior Programmer

**Dear Aparna Singh,**

The management is pleased to "Award an Increase" in your compensation as per the Kumaran Compensation grid. The revised structure as given below:

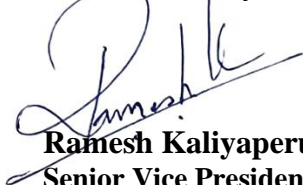
<b>Monthly Salary</b>	<b>INR</b>
Basic	91,667
HRA	45,834
Special Allowance	18,484
Leave Travel Allowance	7,639
Professional Development Reimbursement	1,500
Car Fuel Reimbursement	1,800
<b>Total</b>	<b>166,924</b>
<b>MONTHLY BENEFITS</b>	
Food Coupons	-
<b>Monthly Gross Salary</b>	<b>166,924</b>
<b>ANNUAL BENEFITS</b>	
Provident Fund	132,000
Gratuity	52,910
Group Health Insurance Premium	12,000
Variable Compensation *	-
<b>Total</b>	<b>196,910</b>
<b>INVESTMENT TO THE COMPANY PER ANNUM</b>	<b>2,200,000</b>

The revised compensation is effective February 1, 2026

Looking forward to experiencing the BEST in you always.

Regards

**For Kumaran Systems Private Limited**



**Ramesh Kaliyaperumal**

**Senior Vice President - Delivery - Banking & Financial Services**

**Accepted : Aparna Singh**