

January 29, 2026

Aparna Singh
Emp No : 3781
Senior Programmer

Dear Aparna Singh,

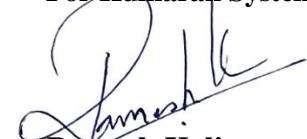
The management is pleased to "Award an Increase" in your compensation as per the Kumaran Compensation grid. The revised structure as given below:

Monthly Salary	INR
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
Total	166,924
MONTHLY BENEFITS	
Food Coupons	-
Monthly Gross Salary	166,924
ANNUAL BENEFITS	
Provident Fund	132,000
Gratuity	52,910
Group Health Insurance Premium	12,000
Variable Compensation *	-
Total	196,910
INVESTMENT TO THE COMPANY PER ANNUM	2,200,000

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