

FORM NO. 16

[See rule 31(1)(a)]

PART A
Certificate under Section 203 of the Income-tax Act, 1961 for tax deducted at source on salary paid to an employee under section 192 or pension/interest income of specified senior citizen under section 194P

Certificate No. FJAVGWA		Last updated on 22-May-2025			
Name and address of the Employer/Specified Bank			Name and address of the Employee/Specified senior citizen		
BRISTLECONE INDIA LIMITED APOLLO BANDAR, MUMBAI - 400001 Maharashtra +(91)22-67227000 SHRIRANG.JOSHI2@BRISTLECONE.COM			ANANDHOON MURALI GOWTHAMBALAJI NO 74, KHANPALAYAM 2ND STREET - 625009 Tamil Nadu		
PAN of the Deductor	TAN of the Deductor	PAN of the Employee/Specified senior citizen	Employee Reference No. provided by the Employer/Pension Payment order no. provided by the Employer (If available)		
AAACM5186E	MUMM10481C	BEUPG3918N			
CIT (TDS)		Assessment Year		Period with the Employer	
The Commissioner of Income Tax (TDS) Room No. 900A, 9th Floor, K.G. Mittal Ayurvedic Hospital Building, Charni Road , Mumbai - 400002		2025-26		From 01-Apr-2024	To 31-Mar-2025
Summary of amount paid/credited and tax deducted at source thereon in respect of the employee					
Quarter(s)	Receipt Numbers of original quarterly statements of TDS under sub-section (3) of Section 200	Amount paid/credited	Amount of tax deducted (Rs.)	Amount of tax deposited / remitted (Rs.)	
Q1	QVSPCTRD	302719.00	18483.00	18483.00	
Q2	QVUQDGUE	248115.00	8931.00	8931.00	
Q3	QVWDUYVB	248115.00	10841.00	10841.00	
Q4	QVZDVQGD	248115.00	10840.00	10840.00	
Total (Rs.)		1047064.00	49095.00	49095.00	
I. DETAILS OF TAX DEDUCTED AND DEPOSITED IN THE CENTRAL GOVERNMENT ACCOUNT THROUGH BOOK ADJUSTMENT					
(The deductor to provide payment wise details of tax deducted and deposited with respect to the deductee)					
Sl. No.	Tax Deposited in respect of the deductee (Rs.)	Book Identification Number (BIN)			
		Receipt Numbers of Form No. 24G	DDO serial number in Form no. 24G	Date of transfer voucher (dd/mm/yyyy)	Status of matching with Form no. 24G
Total (Rs.)					
II. DETAILS OF TAX DEDUCTED AND DEPOSITED IN THE CENTRAL GOVERNMENT ACCOUNT THROUGH CHALLAN					
(The deductor to provide payment wise details of tax deducted and deposited with respect to the deductee)					
Sl. No.	Tax Deposited in respect of the deductee (Rs.)	Challan Identification Number (CIN)			
		BSR Code of the Bank Branch	Date on which Tax deposited (dd/mm/yyyy)	Challan Serial Number	Status of matching with OLTAS*
1	3146.00	6360014	06-05-2024	14603	F
2	3146.00	6360014	06-06-2024	14757	F
3	12191.00	6360014	05-07-2024	03477	F
4	3146.00	6360014	06-08-2024	15439	F

Sl. No.	Tax Deposited in respect of the deductee (Rs.)	Challan Identification Number (CIN)			
		BSR Code of the Bank Branch	Date on which Tax deposited (dd/mm/yyyy)	Challan Serial Number	Status of matching with OLTAS*
5	2171.00	6360014	05-09-2024	09171	F
6	3614.00	6360014	04-10-2024	18701	F
7	3614.00	0180002	06-11-2024	08729	F
8	3613.00	0180002	06-12-2024	03851	F
9	3614.00	0180002	06-01-2025	25954	F
10	3613.00	0180002	06-02-2025	31328	F
11	3614.00	0180002	06-03-2025	36225	F
12	3613.00	0180002	25-04-2025	08083	F
Total (Rs.)	49095.00				

Verification

I, SHRIRANG SHARAD JOSHI, son / daughter of SHARAD GANESH JOSHI working in the capacity of DIRECTOR FINANCE (designation) do hereby certify that a sum of Rs. 49095.00 [Rs. Fourty Nine Thousand and Ninety Five Only (in words)] has been deducted and a sum of Rs. 49095.00 [Rs. Fourty Nine Thousand and Ninety Five Only] has been deposited to the credit of the Central Government. I further certify that the information given above is true, complete and correct and is based on the books of account, documents, TDS statements, TDS deposited and other available records.

Place	Mumbai	
Date	02-Jun-2025	
Designation: DIRECTOR FINANCE		(Signature of person responsible for deduction of Tax)
		Full Name:SHRIRANG SHARAD JOSHI

Notes:

- Part B (Annexure) of the certificate in Form No.16 shall be issued by the employer.
- If an assessee is employed under one employer during the year, Part 'A' of the certificate in Form No.16 issued for the quarter ending on 31st March of the financial year shall contain the details of tax deducted and deposited for all the quarters of the financial year.
- If an assessee is employed under more than one employer during the year, each of the employers shall issue Part A of the certificate in Form No.16 pertaining to the period for which such assessee was employed with each of the employers. Part B (Annexure) of the certificate in Form No. 16 may be issued by each of the employers or the last employer at the option of the assessee.
- To update PAN details in Income Tax Department database, apply for 'PAN change request' through NSDL or UTITSL.

Legend used in Form 16

* Status of matching with OLTAS

Legend	Description	Definition
U	Unmatched	Deductors have not deposited taxes or have furnished incorrect particulars of tax payment. Final credit will be reflected only when payment details in bank match with details of deposit in TDS / TCS statement
P	Provisional	Provisional tax credit is effected only for TDS / TCS Statements filed by Government deductors. "P" status will be changed to Final (F) on verification of payment details submitted by Pay and Accounts Officer (PAO)
F	Final	In case of non-government deductors, payment details of TDS / TCS deposited in bank by deductor have matched with the payment details mentioned in the TDS / TCS statement filed by the deductors. In case of government deductors, details of TDS / TCS booked in Government account have been verified by Pay & Accounts Officer (PAO)
O	Overbooked	Payment details of TDS / TCS deposited in bank by deductor have matched with details mentioned in the TDS / TCS statement but the amount is over claimed in the statement. Final (F) credit will be reflected only when deductor reduces claimed amount in the statement or makes new payment for excess amount claimed in the statement

FORM NO. 16
PART B

Certificate under section 203 of the Income-tax Act, 1961 for tax deducted at source on salary paid to an employee under section 192 or pension/interest income of specified senior citizen under section 194P

Certificate No. FJAVGWA		Last updated on 22-May-2025	
Name and address of the Employer/Specified Bank		Name and address of the Employee/Specified senior citizen	
BRISTLECONE INDIA LIMITED APOLLO BANDAR, MUMBAI - 400001 Maharashtra +(91)22-67227000 SHRIRANG.JOSHI2@BRISTLECONE.COM		ANANDHOON MURALI GOWTHAMBALAJI NO 74, KHANPALAYAM 2ND STREET - 625009 Tamil Nadu	
PAN of the Deductor	TAN of the Deductor	PAN of the Employee/Specified senior citizen	
AAACM5186E	MUMM10481C	BEUPG3918N	
CIT (TDS)		Assessment Year	Period with the Employer
The Commissioner of Income Tax (TDS) Room No. 900A, 9th Floor, K.G. Mittal Ayurvedic Hospital Building, Charni Road , Mumbai - 400002		2025-26	From 01-Apr-2024 To 31-Mar-2025

Annexure - I

Details of Salary Paid and any other income and tax deducted

A	Whether opting out of taxation u/s 115BAC(1A)?	No	
1.	Gross Salary	Rs.	Rs.
(a)	Salary as per provisions contained in section 17(1)	1047064.00	
(b)	Value of perquisites under section 17(2) (as per Form No. 12BA, wherever applicable)	0.00	
(c)	Profits in lieu of salary under section 17(3) (as per Form No. 12BA, wherever applicable)	0.00	
(d)	Total		1047064.00
(e)	Reported total amount of salary received from other employer(s)		0.00
2.	Less: Allowances to the extent exempt under section 10		
(a)	Travel concession or assistance under section 10(5)	0.00	
(b)	Death-cum-retirement gratuity under section 10(10)	0.00	
(c)	Commuted value of pension under section 10(10A)	0.00	
(d)	Cash equivalent of leave salary encashment under section 10 (10AA)	0.00	
(e)	House rent allowance under section 10(13A)	0.00	
(f)	Other special allowances under section 10(14)	0.00	

(g)	Amount of any other exemption under section 10 [Note: Break-up to be filled and signed by employer in the table provide at the bottom of this form]		
(h)	Total amount of any other exemption under section 10	0.00	
(i)	Total amount of exemption claimed under section 10 [2(a)+2(b)+2(c)+2(d)+2(e)+2(f)+2(h)]		0.00
3.	Total amount of salary received from current employer [1(d)-2(i)]		1047064.00
4.	Less: Deductions under section 16		
(a)	Standard deduction under section 16(ia)	75000.00	
(b)	Entertainment allowance under section 16(ii)	0.00	
(c)	Tax on employment under section 16(iii)	0.00	
5.	Total amount of deductions under section 16 [4(a)+4(b)+4(c)]		75000.00
6.	Income chargeable under the head "Salaries" [(3+1(e))-5]		972064.00
7.	Add: Any other income reported by the employee under as per section 192 (2B)		
(a)	Income (or admissible loss) from house property reported by employee offered for TDS	0.00	
(b)	Income under the head Other Sources offered for TDS	0.00	
8.	Total amount of other income reported by the employee [7(a)+7(b)]		0.00
9.	Gross total income (6+8)		972064.00
10.	Deductions under Chapter VI-A	Gross Amount	Deductible Amount
(a)	Deduction in respect of life insurance premia, contributions to provident fund etc. under section 80C	0.00	0.00
(b)	Deduction in respect of contribution to certain pension funds under section 80CCC	0.00	0.00
(c)	Deduction in respect of contribution by taxpayer to pension scheme under section 80CCD (1)	0.00	0.00
(d)	Total deduction under section 80C, 80CCC and 80CCD(1)	0.00	0.00
(e)	Deductions in respect of amount paid/deposited to notified pension scheme under section 80CCD (1B)	0.00	0.00
(f)	Deduction in respect of contribution by Employer to pension scheme under section 80CCD (2)	0.00	0.00
(g)	Deduction in respect of health insurance premia under section 80D	0.00	0.00

(h)	Deduction in respect of interest on loan taken for higher education under section 80E	0.00	0.00
(i)	Deduction in respect of contribution by the employee to Agnipath Scheme under section 80CCH	0.00	0.00
(j)	Deduction in respect of contribution by the Central Government to Agnipath Scheme under section 80CCH	0.00	0.00
		Gross Amount	Qualifying Amount
(k)	Total Deduction in respect of donations to certain funds, charitable institutions, etc. under section 80G	0.00	0.00
(l)	Deduction in respect of interest on deposits in savings account under section 80TTA	0.00	0.00
(m)	Amount Deductible under any other provision (s) of Chapter VI-A [Note: Break-up to be filled and signed by employer in the table provide at the bottom of this form]		
(n)	Total of amount deductible under any other provision(s) of Chapter VI-A	0.00	0.00
11.	Aggregate of deductible amount under Chapter VI-A [10(d)+10(e)+10(f)+10(g)+10(h)+10(i)+10(j)+10(k)+10(l)+10(n)]	0.00	
12.	Total taxable income (9-11)	972064.00	
13.	Tax on total income	47207.00	
14.	Rebate under section 87A, if applicable	0.00	
15.	Surcharge, wherever applicable	0.00	
16.	Health and education cess	1888.00	
17.	Tax payable (13+15+16-14)	49095.00	
18.	Less: Relief under section 89 (attach details)	0.00	
19.	Less: Tax deducted at source as per Form No. 12BAA submitted under provisions of section 192(2B)	0.00	
20.	Less: Tax collected at source as per Form No. 12BAA submitted under provisions of section 192(2B)		
21.	Net tax payable (17-18-19-20)	49095.00	

Verification

I, SHRIRANG SHARAD JOSHI, son/daughter of SHARAD GANESH JOSHI .Working in the capacity of DIRECTOR FINANCE (Designation) do hereby certify that the information given above is true, complete and correct and is based on the books of account, documents, TDS statements, and other available records.

Place	Mumbai	(Signature of person responsible for deduction of tax)	
Date	02-Jun-2025	Full Name:	SHRIRANG SHARAD JOSHI

2. (f) Break up for 'Amount of any other exemption under section 10' to be filled in the table below

Sl. No.	Particular's of Amount for any other exemption under section 10 Rs.	Gross Amount Rs.	Qualifying Amount Rs.	Deductible Amount Rs.
1.				
2..				
3.				
4.				
5.				
6.				

10(k). Break up for 'Amount deductible under any other provision(s) of Chapter VIA 'to be filled in the table below

Sl. No.	Particular's of Amount deductible under any other provision(s) of Chapter VIA Rs.	Gross Amount Rs.	Qualifying Amount Rs.	Deductible Amount Rs.
1.				
2.				
3.				
4.				
5.				
6.				

Place	Mumbai	(Signature of person responsible for deduction of tax)	
Date	02-Jun-2025	Full Name:	SHRIRANG SHARAD JOSHI

TAN of Employer: MUMM10481C

PAN of Employee: BEUPG3918N

Assessment Year: 2025-26

2.(f) Break up for 'Amount of any other exemption under section 10' to be filled in the table below				
Sr.No	Any other exemption under section 10	Gross Amount	Qualifying Amount	Deductible Amount

10(a). Break up for 'Amount of section 80c provision(s) of Chapter VIA' to be filled in the table below				
Sr.No	Any other provision(s) of Chapter VIA	Gross Amount	Qualifying Amount	Deductible Amount
1	Provident Fund	36,398	0	0

10(k). Break up for 'Amount of any other provision(s) of Chapter VIA' to be filled in the table below				
Sr.No	Any other provision(s) of Chapter VIA	Gross Amount	Qualifying Amount	Deductible Amount

Place: MUMBAI	<i>Signature of the person responsible for deduction of tax</i>
Date: 04-Jun-2025	Full Name: SHRIRANG JOSHI

1. Gross Salary		Total(Rs.)
Earnings		
Basic		296,508
House Rent Allowance		120,000
Statutory Bonus (M)		29,651
Supplementary Allowance		492,356
Variable Pay		86,971
Arrears-Basic		6,816
Arr Statutory Bonus		682
Arrears-Supplementary All		14,080
Gross Salary		1,047,064

FORM NO. 12BA

[See Rule 26A(2)(b)]

Statement showing particulars of perquisites, other fringe benefits or amenities and profits in lieu of salary with value thereof

1. Name and address of employer :	BRISTLECONE INDIA LTD. BRISTLECONE INDIA LTD. MUMBAI BRANCH APOLLO BANDAR MUMBAI 400001 MUMM10481C
2. TAN	
3. TDS Assessment Range of employer:	Room No. 900A, 9th Floor, K. G. Mittal Ayurvedic Hospital Bldg., Charni Road, Mumbai-400002
4. Name, designation and PAN of employee:	GOWTHAM BALAJI - Technical Lead BEUPG3918N
5. Is the employee a director or a person with substantial interest in the company (where the employer is a company):	NO
6. Income under the head 'Salaries' of the employee: (other than from perquisites)	1,047,064
7. Financial Year	2024-25
8. Valuation of Perquisites	

S.No.	Nature of perquisites (see rule 3)	Value of perquisite as per rules (Rs.)	Amount, if any, recovered from the employee (Rs.)	Amount of perquisite chargeable to tax (Rs.)
1	Total value of perquisites	0	0	0
2	Total value of profits in lieu of salary as per section 17(3)	0	0	0

9. Details of tax:

(a) Tax deducted from salary of the employee under section 192(1)	49,095
(b) Tax paid by employer on behalf of the employee under section 192(1A)	0
(c) Total tax paid	49,095
(d) Date of payment into Government treasury	as per Form-16

DECLARATION BY EMPLOYER

I, SHRIRANG JOSHI, son of SHARAD GANESH JOSHI working as DIRECTOR FINANCE do hereby declare on behalf of BRISTLECONE INDIA LTD. that the information given above is based on the books of account, documents and other relevant records or information available with us and the details of value of each such perquisite are in accordance with section 17 and rules framed thereunder and that such information is true and correct.

Signature of the person responsible for deduction of tax

Place: MUMBAI
Date: 04-Jun-2025

Full Name: SHRIRANG JOSHI
Designation: DIRECTOR FINANCE