

# SOFTWARE AG BANGALORE TECHNOLOGIES PRIVATE LIMITED

## Form 16

### Assessment Year 2024-25

Employee Name	Manish Kumar
Employee PAN / Aadhaar Number	ATJPK0686J
Employee Code	50006278
Employee Designation	Lead Engineer
Period With The Employer	From : April 1, 2023 To : March 31, 2024

### Note on Digital Signature:

This Form-16 document has been digitally signed with a Digital Signature Certificate as allowed under section 119 of the Income-Tax Act, 1961. Refer Circular No.2/2007, Dated 21-May-2007 for details.

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### Signature Details:

Digitally Signed by : VIVEK NAYAK

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Email [support@taxspanner.com](mailto:support@taxspanner.com) for any e-filing or tax saving related query.

**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**

<b>Certificate No.</b> FOLZMMA		<b>Last updated on</b> 27-May-2024	
<b>Name and address of the Employer/Specified Bank</b>		<b>Name and address of the Employee/Specified senior citizen</b>	
SOFTWARE AG BANGALORE TECHNOLOGIES PRIVATE LIMITED 5TH&6TH FLR 2A EAST TOWER, EMBASSY TECH VILLAGE, EMBASSY TECH VILLAGE, DEVARABISANAHALLI, BANGALORE - 560103 Karnataka +(91)80-46405054 VIVEK.NAYAK@SOFTWAREAG.COM		MANISH KUMAR 110 INDUS INNOVA BEHIND, HP SURVEY NO 53, MAHADEVAPURA BANGALORE, NORTH, BENGALURU - 560048 Karnataka	
<b>PAN of the Deductor</b>	<b>TAN of the Deductor</b>	<b>PAN of the Employee/Specified senior citizen</b>	<b>Employee Reference No. provided by the Employer/Pension Payment order no. provided by the Employer (If available)</b>
AAACW5438M	BLRW00539A	ATJPK0686J	
<b>CIT (TDS)</b>		<b>Assessment Year</b>	<b>Period with the Employer</b>
The Commissioner of Income Tax (TDS) Room No. 59, H.M.T. Bhawan, 4th Floor, Bellary Road , Ganganagar, Bangalore - 560032		2024-25	<b>From</b> 01-Apr-2023 <b>To</b> 31-Mar-2024
<b>Summary of amount paid/credited and tax deducted at source thereon in respect of the employee</b>			

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	FXBHFBZZ	827100.00	159598.00	159598.00
Q2	FXBMZDRC	827100.00	159315.00	159315.00
Q3	QVPZVBNA	812565.00	200124.00	200124.00
Q4	QVRIUDGA	1463995.00	316390.00	316390.00
<b>Total (Rs.)</b>		<b>3930760.00</b>	<b>835427.00</b>	<b>835427.00</b>

**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
<b>Total (Rs.)</b>					

**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	53388.00	6939001	05-05-2023	00275	F
2	53105.00	6939001	07-06-2023	00257	F
3	53105.00	6939001	06-07-2023	16861	F
4	53105.00	6939001	07-08-2023	03460	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	53105.00	6939001	06-09-2023	18082	F
6	53105.00	6939001	06-10-2023	00165	F
7	53105.00	6939001	06-11-2023	22693	F
8	121640.00	6939001	06-12-2023	24799	F
9	25379.00	6939001	05-01-2024	26350	F
10	39226.00	6939001	07-02-2024	00630	F
11	39226.00	6939001	06-03-2024	26132	F
12	237938.00	6939001	06-04-2024	03167	F
<b>Total (Rs.)</b>	<b>835427.00</b>				

## Verification

I, **VIVEK NAYAK**, son / daughter of **NAGAR ANANTHESHWAR NAYAK** working in the capacity of **SR DIRECTOR** (designation) do hereby certify that a sum of **Rs. 835427.00** [Rs. **Eight Lakh Thirty Five Thousand Four Hundred and Twenty Seven Only** (in words)] has been deducted and a sum of **Rs. 835427.00** [Rs. **Eight Lakh Thirty Five Thousand Four Hundred and Twenty Seven 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	BANGALORE	
Date	12-Jun-2024	
Designation: SR DIRECTOR		(Signature of person responsible for deduction of Tax)
		Full Name: VIVEK NAYAK

## 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**

<b>Certificate No.</b> FOLZMMA		<b>Last updated on</b> 27-May-2024	
<b>Name and address of the Employer/Specified Bank</b>		<b>Name and address of the Employee/Specified senior citizen</b>	
SOFTWARE AG BANGALORE TECHNOLOGIES PRIVATE LIMITED 5TH&6TH FLR 2A EAST TOWER, EMBASSY TECH VILLAGE, EMBASSY TECH VILLAGE, DEVARABISANAHALLI, BANGALORE - 560103 Karnataka +(91)80-46405054 VIVEK.NAYAK@SOFTWAREAG.COM		MANISH KUMAR 110 INDUS INNOVA BEHIND, HP SURVEY NO 53, MAHADEVAPURA BANGALORE, NORTH, BENGALURU - 560048 Karnataka	
<b>PAN of the Deductor</b>	<b>TAN of the Deductor</b>	<b>PAN of the Employee/Specified senior citizen</b>	
AAACW5438M	BLRW00539A	ATJPK0686J	
<b>CIT (TDS)</b>	<b>Assessment Year</b>	<b>Period with the Employer</b>	
The Commissioner of Income Tax (TDS) Room No. 59, H.M.T. Bhawan, 4th Floor, Bellary Road , Ganganagar, Bangalore - 560032	2024-25	<b>From</b> 01-Apr-2023	<b>To</b> 31-Mar-2024

Annexure - I

## Details of Salary Paid and any other income and tax deducted

A	Whether opting out of taxation u/s 115BAC(1A)?	Yes	
		Rs.	Rs.
1.	Gross Salary		
(a)	Salary as per provisions contained in section 17(1)	3930760.00	
(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		3930760.00
(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	15430.00	
(i)	Total amount of exemption claimed under section 10 [2(a)+2(b)+2(c)+2(d)+2(e)+2(f)+2(h)]		15430.00
3.	Total amount of salary received from current employer [1(d)-2(i)]		3915330.00
4.	Less: Deductions under section 16		
(a)	Standard deduction under section 16(ia)	50000.00	
(b)	Entertainment allowance under section 16(ii)	0.00	
(c)	Tax on employment under section 16(iii)	2400.00	
5.	Total amount of deductions under section 16 [4(a)+4(b)+4(c)]		52400.00
6.	Income chargeable under the head "Salaries" [(3+1(e)-5)]		3862930.00
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	-200000.00	
(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)]		-200000.00
9.	<b>Gross total income (6+8)</b>		<b>3662930.00</b>
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	230639.00	150000.00
(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)	230639.00	150000.00
(e)	Deductions in respect of amount paid/deposited to notified pension scheme under section 80CCD (1B)	50000.00	50000.00
(f)	Deduction in respect of contribution by Employer to pension scheme under section 80CCD (2)	150532.00	150532.00
(g)	Deduction in respect of health insurance premia under section 80D	9753.00	9753.00

(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	Deductible Amount
(k)	Total Deduction in respect of donations to certain funds, charitable institutions, etc. under section 80G	0.00	0.00	0.00
(l)	Deduction in respect of interest on deposits in savings account under section 80TTA	0.00	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	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)]			360285.00
12.	<b>Total taxable income (9-11)</b>			<b>3302645.00</b>
13.	Tax on total income			803294.00
14.	Rebate under section 87A, if applicable			0.00
15.	Surcharge, wherever applicable			0.00
16.	Health and education cess			32132.00
17.	Tax payable (13+15+16-14)			835426.00
18.	Less: Relief under section 89 (attach details)			0.00
19.	<b>Net tax payable (17-18)</b>			<b>835426.00</b>
Verification				
I, <u>VIVEK NAYAK</u> , son/daughter of <u>NAGAR ANANTHESHWAR NAYAK</u> .Working in the capacity of <u>SR DIRECTOR</u> (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	BANGALORE	(Signature of person responsible for deduction of tax)		
Date	12-Jun-2024	Full Name:	VIVEK NAYAK	

## 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	BANGALORE	(Signature of person responsible for deduction of tax)	
Date	12-Jun-2024	Full Name:	VIVEK NAYAK

# 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 the Employer: SOFTWARE AG BANGALORE  
TECHNOLOGIES PRIVATE LIMITED  
SOFTWARE AG BANGALORE  
TECHNOLOGIES PRIVATE LIMITED 5TH&6TH  
FLR 2A EAST TOWER, EMBASSY TECH  
VILLAGE, DEVARABISANAHALLI, BANGALORE  
- 560103 Karnataka, BANGALORE,  
KARNATAKA-560103
- 2) TAN: BLRW00539A
- 3) TDS Assessment Range of the Employer : The Commissioner of Income Tax (TDS) Room  
No. 59, H.M.T. Bhawan, 4th Floor, Bellary Road ,  
Ganganagar, Bangalore - 560032
- 4) Name of Employee: Manish Kumar  
Designation / Career Level: Lead Engineer  
PAN / Aadhaar Number: ATJPK0686J
- 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: 36,62,930.00  
(Other than from perquisites)
- 7) Financial year : 2023-24
- 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 Col. (3) - Col. (4) (Rs.)
1	Accommodation	0.00	0.00	0.00
2	ANNRETPERQ	0.00	0.00	0.00
3	LOAN PERQ	0.00	0.00	0.00
4	CARPERQ	0.00	0.00	0.00
5	RSU	0.00	0.00	0.00
6	Perquisite on ESPP	0.00	0.00	0.00
7	Gym Perq	0.00	0.00	0.00
8	Retiral Perq	0.00	0.00	0.00
9	Free Education	0.00	0.00	0.00
10	Gifts, vouchers, etc	0.00	0.00	0.00
11	Credit card	0.00	0.00	0.00
12	Club expenses	0.00	0.00	0.00
13	Use of movable assets by employee	0.00	0.00	0.00
14	Transfer of assets to employee	0.00	0.00	0.00
15	Value of any other benefit/amenity/service/privilege	0.00	0.00	0.00
16	Stock options allotted or transferred by employer being an eligible start up referred to in Section 80-IAC	0.00	0.00	0.00
17	Stock options (non-qualified options) other than ESOP in col 16 above	0.00	0.00	0.00
18	Contribution by employer to fund and scheme taxable under section 17(2)(vii)	0.00	0.00	0.00
19	Annual accretion by way of interest, dividend, etc. To the balance at the credit of fund and scheme referred to in section 17(2)(vii) and taxable under section 17(2)(vii.a)	0.00	0.00	0.00
20	Other benefits or amenities	0.00	0.00	0.00
21	Total Value of Perquisites	0.00	0.00	0.00
22	Value of profits in lieu of salary as per Section 17 (3)	0.00	0.00	0.00

- 9) Details of tax
- (a) Tax Deducted from Salary of Employee u/s 192(1) 8,35,427.00
- (b) Tax paid by Employer on behalf of the Employee u/s 192(1A) 0.00
- (c) Total tax paid 8,35,427.00
- (d) Date of payment into Government treasury Refer Form 16

## DECLARATION BY EMPLOYER

I, VIVEK NAYAK, son of NAGAR ANANTHESHWAR NAYAK working in the capacity of SR DIRECTOR, do hereby declare on behalf of SOFTWARE AG BANGALORE TECHNOLOGIES PRIVATE LIMITED, 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.

**For SOFTWARE AG BANGALORE TECHNOLOGIES PRIVATE LIMITED**

**Signature of the person responsible for deduction of tax**  
(Digitally Signed Document)

Full Name : **VIVEK NAYAK**  
Designation : **SR DIRECTOR**

Place : BANGALORE  
Date : 13-Jun-2024  
Manish Kumar/50006278/1



# ANNEXURE TO FORM NO. 16

## Details of Salary Paid and Any Other Exemption Under Section 10

1) Name and Address of the Employer:

SOFTWARE AG BANGALORE TECHNOLOGIES  
PRIVATE LIMITED  
SOFTWARE AG BANGALORE TECHNOLOGIES  
PRIVATE LIMITED 5TH&6TH FLR 2A EAST TOWER,  
EMBASSY TECH VILLAGE, DEVARABISANAHALLI,  
BANGALORE - 560103 Karnataka, BANGALORE,  
KARNATAKA-560103

2) Name of Employee:

Manish Kumar

Designation / Career Level:

Lead Engineer

PAN / Aadhaar Number:

ATJPK0686J

### Salary Details for the period: April 1, 2023 to March 31, 2024

1. Salary as per provisions contained in Sec 17(1)			
ANNBASIC	15,05,323.00		
ANNHRA	7,52,661.00		
ANNSPL	6,63,457.00		
ANN_CEA	2,230.00		
EXGRATIA	79,003.00		
ANN_MBO	5,57,892.00		
ANN_NPS	1,50,532.00		
AINCENTIVE	2,19,662.00		
Total		39,30,760.00	
2. Breakup for 2(f) - 'Amount of any other exemption under section 10'			
CHILD_EXE	2,230.00		
ANN_FDCOUP_EXE	13,200.00		
Total		15,430.00	

For SOFTWARE AG BANGALORE TECHNOLOGIES  
PRIVATE LIMITED

Signature of the person responsible for deduction of tax

(Digitally Signed Document)

Full Name : VIVEK NAYAK

Designation : SR DIRECTOR

Place : BANGALORE

Date : 13-Jun-2024

Manish Kumar/50006278/2

# ANNEXURE TO FORM NO. 16

## Breakup for 10(a), 10(f) and 10(k) - Chapter VI A deduction details

1) Name and Address of the Employer:

SOFTWARE AG BANGALORE TECHNOLOGIES  
PRIVATE LIMITED  
SOFTWARE AG BANGALORE TECHNOLOGIES  
PRIVATE LIMITED 5TH&6TH FLR 2A EAST  
TOWER, EMBASSY TECH VILLAGE,  
DEVARABISANAHALLI, BANGALORE - 560103  
Karnataka, BANGALORE, KARNATAKA-560103

2) Name of Employee:

Manish Kumar

Designation / Career Level:

Lead Engineer

PAN / Aadhaar Number:

ATJPK0686J

1. Breakup for 10(a) - Section 80C Employee Provident Fund		Gross Amount	Deductible Amount
		1,80,639.00	1,80,639.00
Total			1,50,000.00

For SOFTWARE AG BANGALORE  
TECHNOLOGIES PRIVATE LIMITED

Signature of the person responsible for deduction of tax  
(Digitally Signed Document)

Full Name : **VIVEK NAYAK**  
Designation : **SR DIRECTOR**

Place : BANGALORE  
Date : 13-Jun-2024

Manish Kumar/50006278/3