



FY'24-25 | Tanla's Total Rewards Appraisal Letter





Dear **Nitish Kumar**,

I want to extend my heartfelt thanks for your hard work and dedication throughout FY24–25. Your contributions have been truly remarkable and deeply valued.

As part of our ambition to build Tanla into a high-performance, growth-oriented organization, I'm pleased to share that we have successfully concluded our annual appraisal process, aligned with our "Pay for Performance" philosophy.

Performance reviews across all business units have now been finalized. This process has enabled us to recognize and reward achievements based on outcomes, impact, values, and behaviours—ensuring a fair and merit-based approach to performance recognition.

We are now entering a new phase of sustainable growth, marked by a significant milestone that will shape our direction. We have built an AI-native platform that unlocks the value of data—traditionally siloed across networks, billing systems, devices, and CRMs—by leveraging large-scale infrastructure, deep domain expertise, and agentic models. This platform is designed to be deeply embedded within the telco ecosystem. With growing interest from telcos and enterprises across key verticals, our early success validates the strength of our vision and positions us well for international expansion. Backed by this momentum and continued client wins, we are confident in delivering double-digit EBITDA growth in the years ahead.

To realize this vision, we look to each of you to embody our **GROW** high-performance culture demonstrating **Grit**, embracing **Reimagination**, committing to **Onward Growth**, and striving to **Win Together**. Together, we move forward as one future-ready, high-impact team.

Wishing you continued success in the year ahead.

Sincerely,

Uday Kumar Reddy Dasari
Chairman & CEO



August 01, 2025

**Nitish Kumar
Systems Engineer - II
5927**

Dear **Nitish Kumar**,

At Tanla Platforms Limited, it is our ambition to develop capabilities while delivering quality performance in line with our business strategy. You are critical to our growth and prosperity as we lead into the future.

Your merit increment has been determined based on your performance for the previous financial year (FY'24-25).

We are pleased to inform you that your salary has been revised from:

INR. 1101550/- to INR. 1255767/- Per Annum as Cost to Company with effect from April 01, 2025.

Please note that your compensation communication is strictly confidential. In case of any questions, please feel free to reach out to your supervisor or HR.

It is very important that each one of us shoulders responsibilities, work as a team, adheres to corporate policies and the executed employee agreements including undertakings, in letter and intent, confronts challenges and exceeds our customers' expectations. We look forward to your valuable contributions and wish you the best for coming months.

Sincerely,
Sriram Srinivasa Vinjamuri
Chief Customer Officer

This letter is computer generated and does not require signature.



Employee Name	Nitish Kumar	
Employee ID	5927	
Department	Systems Engineering	
Designation	Systems Engineer - II	
Components	Monthly (INR)	Yearly (INR)
Salary & Allowances - (A)		
Basic	52324	627888
House Rent Allowance	26162	313944
Special Allowance*	24361	292332
Gross Salary - Total	102847	1234164
Retirals - (B)		
Employer's Provident Fund	1800	21600
Retirals - Total	1800	21600
Total Fixed Pay - (A+B)	104647	1255767
Variable Pay - (C)	0	0
CTC - Cost to Company - (A+B+C)	104647	1255767