



FY'23-24 | Tanla's Total Rewards Appraisal Letter



Dear **Chillarigi Sreenidhi**,

I want to extend my heartfelt thanks for your hard work and dedication throughout FY'23-24. Your remarkable efforts are truly valued.

As part of our ambition to make Tanla as an organization with High Performance and growth mindset. I am pleased to announce that our appraisal process completed which is aligned with our “Pay for Performance” philosophy.

We have finalized the Performance Reviews across all business units. This process has helped us reward achievements based on outcomes, impact, values, and behaviours, ensuring merit-based recognition.

Thank you once again for your incredible contribution. As we look forward to an exciting year ahead, our vision of “Empowering Consumers & Enabling Companies” continues to guide our objectives and plans.

Entering FY25, we have a clear strategic focus: scaling our platform business, attaining leadership in the OTT space, and expanding globally. With the digital economy growing, our unique approach of addressing industry needs from both enterprise and user perspectives gives us a competitive edge in seizing market opportunities. I am confident that we will make significant progress.

At our flagship event during the Mobile World Congress, we showcased our investments in these strategic areas to over 30 CXOs from enterprises in India and overseas, as well as global partners. The feedback was overwhelmingly positive. We have the support of enterprises and partners alike, and with our track record of innovation, we are optimistic about the opportunities ahead.

Wishing you all the best for a successful year ahead!

Sincerely,
Uday Kumar Reddy Dasari
Chairman & CEO

August 01, 2024

Chillarigi Sreenidhi
Systems Engineer - II
1462

Dear **Chillarigi Sreenidhi**,

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'23-24).

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

INR. 800565/- to INR. 952750/- Per Annum as Cost to Company with effect from **April 01, 2024**.

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, 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