



FY' 22-23 | Tanla's Total Rewards

| Appraisal Letter | Annexure |



Dear **Chillarigi Sreenidhi**,

We wish to thank you for your contribution in FY'22-23. You have demonstrated remarkable hard work and dedication, and we truly value your individual efforts.

In line with our ambition to make Tanla the preferred destination for exceptional talent, I am glad to share that we have successfully completed the year with the new Performance Management System in line with our "Pay for Performance" philosophy.

We have completed the Performance Reviews with all business units across the group. The SLT and leadership teams have contributed their inputs for the PMS process completion. We have fostered a high-performance culture that acknowledges achievements based on outcomes, impact, values & behaviours that exemplify driving merit-based rewards.

I thank you once again for your incredible contributions and looking forward to a good year ahead. Our organization's vision "Empowering Consumers & Enabling Companies" continues to drive us, guiding our objectives and plans for the upcoming year.

Wishing you all the best and productive year ahead!!

Sincerely,
Uday Kumar Reddy Dasari
Chairman & CEO

October 31, 2023

Chillarigi Sreenidhi
Systems Engineer - II
1462

Dear Chillarigi Sreenidhi,

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

Your merit increment has been determined based on your performance for the previous financial year (FY'22-23).

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

INR. 727786/- to INR. 800565/- Per Annum as Cost to Company with effect from **April 01, 2023**.

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 shoulder responsibilities, work as a team, confront challenges and exceed 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	Chillarigi Sreenidhi	
Employee ID	1462	
Organisation Unit	TANLA-008-CTO	
Business Unit Name	Chief Technology Office	
Department	Systems Engineering	
Designation	Systems Engineer - II	
Grade	2B	
Components	Monthly (INR)	Yearly (INR)
Salary & Allowances - (A)		
Basic	26685	320220
House Rent Allowance	10674	128088
Conveyance Allowance	1600	19200
Medical Allowance	1250	15000
Professional Development Allowance	3336	40032
Leave Travel Allowance	1112	13344
Bonus	2669	32028
Children Education Allowance	200	2400
Special Allowance	14002	168024
Total	61528	738336
Statutory Benefits - (B)		
Employer's Provident Fund	3202	38424
Employer ESI (3.25%)	0	0
Total	3202	38424
Other Benefits - (C)		
Group Medical & Personal Accident Ins	700	8400
Gratuity	1284	15408
Total Benefits	1984	23808
Variable Pay - (D)	0	0
CTC - Cost to Company - (A+B+C+D)	66714	800568