



ENPHASE SOLAR ENERGY PRIVATE LIMITED

Digitally Signed

Form 16

Form16 Details:

Employee Name: PABBATHI SANDEEP
Employee PAN: CDBPP6006K
Employee Serial Number: 10516
Employee Designation: STAFF ENGINEER, OPTIMIZATION
Form16 Control Number: 10516/CDBPP6006K
Assessment Year: 2025-26

Signature Details:

This form has been signed and certified using a Digital Signature Certificate as specified under section 119 of the Income-Tax Act, 1961. (Please refer Circular No.2/2007.dated 21-5-2007).

The Digital Signature of the signatory has been affixed in the box provided below. To see the details and validate the signature, you should click on the box

Digitally Signed by : SUNIL THAMARAN
Digitally Signature Certificate issued by : mtntlTrustLine Class 2 Individual Subscriber Sub CA G1
Serial Number of DSC :
Number of Pages : 9 (including this page)



PABBATHI SANDEEP 10516

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. FYEOPUA		Last updated on 31-May-2025	
Name and address of the Employer/Specified Bank		Name and address of the Employee/Specified senior citizen	
ENPHASE SOLAR ENERGY PRIVATE LIMITED 3RD FLOOR,, INDIQUEBELEELA,GALLERIA,, AIRPORT ROAD HAL INDSTAGE, KODIHALLI VARTHUR HOBLI, Bengaluru - 560008 Karnataka +(91)80-61172500 sthamaran@enphaseenergy.com		SANDEEP PABBATHI H NO 2-94, YETIDHARPALLY VILL ITHOLE, POST TADOOR MDL, MAHABUBNAGAR DT - 509209 Andhra Pradesh	
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)
AAECE7259C	BLRE08690D	CDBPP6006K	
CIT (TDS)		Assessment Year	Period with the Employer
The Commissioner of Income Tax (TDS) Room No. 59, H.M.T. Bhawan, 4th Floor, Bellary Road , Ganganagar, Bangalore - 560032		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	QVTBZABG	980668.00	185041.00	185041.00
Q2	QVULTIVE	879590.00	159012.00	159012.00
Q3	QVXJCRQG	909093.00	164763.00	164763.00
Q4	QVZKPGRF	891960.00	165754.00	165754.00
Total (Rs.)		3661311.00	674570.00	674570.00

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	68868.00	6390009	07-05-2024	03884	F
2	90710.00	6390009	07-06-2024	40206	F
3	25463.00	6390009	06-07-2024	32888	F
4	64629.00	6390009	09-08-2024	04215	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	68952.00	6939001	06-09-2024	01325	F
6	25431.00	6939001	06-10-2024	01108	F
7	59445.00	6939001	07-11-2024	00935	F
8	78831.00	6939001	07-12-2024	00401	F
9	26487.00	6939001	07-01-2025	00193	F
10	51570.00	6939001	07-02-2025	00503	F
11	80823.00	6939001	07-03-2025	00051	F
12	33361.00	6939001	29-04-2025	00393	F
Total (Rs.)	674570.00				

Verification

I, **SUNIL THAMARAN**, son / daughter of **THILRIKKUNNAM KELOTH SREENIVASAN** working in the capacity of **MANAGING DIRECTOR** (designation) do hereby certify that a sum of Rs. **674570.00** [Rs. **Six Lakh Seventy Four Thousand Five Hundred and Seventy Only** (in words)] has been deducted and a sum of Rs. **674570.00** [Rs. **Six Lakh Seventy Four Thousand Five Hundred and Seventy 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, BANGALORE	
Date	10-Jun-2025	
Designation: MANAGING DIRECTOR		Full Name:SUNIL THAMARAN

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. FYEOPUA		Last updated on 31-May-2025	
Name and address of the Employer/Specified Bank		Name and address of the Employee/Specified senior citizen	
ENPHASE SOLAR ENERGY PRIVATE LIMITED 3RD FLOOR,, INDIQUEBELEELA,GALLERIA,, AIRPORT ROAD HAL INDSTAGE, KODIHALLI VARTHUR HOBOLI, Bengaluru - 560008 Karnataka +(91)80-61172500 sthamaran@enphaseenergy.com		SANDEEP PABBATHI H NO 2-94, YETIDHARPALLY VILL ITHOLE, POST TADOOR MDL, MAHABUBNAGAR DT - 509209 Andhra Pradesh	
PAN of the Deductor	TAN of the Deductor	PAN of the Employee/Specified senior citizen	
AAECE7259C	BLRE08690D	CDBPP6006K	
CIT (TDS)	Assessment Year	Period with the Employer	
The Commissioner of Income Tax (TDS) Room No. 59, H.M.T. Bhawan, 4th Floor, Bellary Road , Ganganagar, Bangalore - 560032	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)?	Yes	
1.	Gross Salary	Rs.	Rs.
(a)	Salary as per provisions contained in section 17(1)	2554961.00	
(b)	Value of perquisites under section 17(2) (as per Form No. 12BA, wherever applicable)	1106350.00	
(c)	Profits in lieu of salary under section 17(3) (as per Form No. 12BA, wherever applicable)	0.00	
(d)	Total		3661311.00
(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)	Commutated 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)	398244.00	
(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)]		398244.00
3.	Total amount of salary received from current employer [1(d)-2(i)]		3263067.00
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]		3210667.00
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.	Gross total income (6+8)		3010667.00
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	143784.00	143784.00
(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)	143784.00	143784.00
(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)	79800.00	79800.00
(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)]	223584.00	
12.	Total taxable income (9-11)	2787083.00	
13.	Tax on total income	648625.00	
14.	Rebate under section 87A, if applicable	0.00	
15.	Surcharge, wherever applicable	0.00	
16.	Health and education cess	25945.00	
17.	Tax payable (13+15+16-14)	674570.00	
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)	674570.00	

Verification

I, SUNIL THAMARAN, son/daughter of THILRIKKUNNAM KELOTH SREENIVASAN .Working in the capacity of MANAGING DIRECTOR (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, BANGALORE	(Signature of person responsible for deduction of tax)	
Date	10-Jun-2025	Full Name:	SUNIL THAMARAN

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, BANGALORE	(Signature of person responsible for deduction of tax)	
Date	10-Jun-2025	Full Name:	SUNIL THAMARAN



Annexure to FORM NO.16
[Breakups for item no 2(f) and 10(k)]

Name and address of the Employer		Name and address of the Employee	
ENPHASE SOLAR ENERGY PRIVATE LIMITED 3RD FLOOR, INDIQUBE,LEELA GALLERIA HAL 2ND STAGE KODIHALLI VARTHUR HOBLI BANGALORE-560008 Karnataka		PABBATHI SANDEEP	
PAN of the Deductor	TAN of the Deductor	PAN of the Employee	Employee Reference No. Provided by the Employer (If available)
AAECE7259C	BLRE08690D	CDBPP6006K	10516
CIT(TDS)		Assessment Year	Period
		2025-26	<div>FromTo</div>
			01- Apr-202431-Mar-2025

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

Sl No	Particulars of any other exemption under section 10	Gross Amount Rs.	Qualifying Amount Rs.	Deductible Amount Rs.
1	Transport Exemption			0.00
2	Children Education Allowance			0.00
3	Uniform Exemption			0.00
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	Amount deductible under any other provision(s) of Chapter VIA	Gross Amount Rs.	Qualifying Amount Rs.	Deductible Amount Rs.
1	80 CCG Rajiv Gandhi Equity Scheme	0.00	0.00	0.00
2	80 DD Handicapped Dependents	0.00	0.00	0.00
3	80 DD Handicapped Dependents(severe disability)	0.00	0.00	0.00
4	80 DDB Medical Expenses, Chronic Diseases	0.00	0.00	0.00
5	80 DDB Medical Expenses, Chronic Diseases(Senior Citizen)	0.00	0.00	0.00
6	80 GG Rent paid (HRA not received)	0.00	0.00	0.00
7	80 EE Additional Interest on House Property	0.00	0.00	0.00
8	80 EEA Deduction for interest paid on home loan for affordable housing	0.00	0.00	0.00
9	80 EEB Deduction in respect of interest paid on loan taken for the purchase of electric vehicle	0.00	0.00	0.00
10	80 U Deduction in case of physical disability	0.00	0.00	0.00

Place	BANGALORE	Signature of the person responsible for deduction of tax	
Date	10-Jun-2025	FULL NAME :	SUNIL THAMARAN

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	:	ENPHASE SOLAR ENERGY PRIVATE LIMITED 3RD FLOOR, INDIQUBE,LEELA GALLERIA HAL 2ND STAGE KODIHALLI VARTHUR HOBLI BANGALORE-560008 Karnataka
2. TAN	:	BLRE08690D
3. TDS Assessment Range of the Employer	:	
4.Name of Employee	:	PABBATHI SANDEEP
Designation	:	STAFF ENGINEER, OPTIMIZATION
PAN or Aadhaar Number	:	CDBPP6006K
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)	:	2104317.00
7. Financial Year	:	2024-25
8. Valuation of Perquisites		

Sl No.	Nature of perquisite (see rule 3)	Value of perquisite as per rules (Rs.)	Amount, if any, recovered from employee (Rs.)	Amount of perquisite chargeable to tax Col. (3) - Col. (4) (Rs.)
(1)	(2)	(3)	(4)	(5)
(1)	Accommodation	0.00	0.00	0.00
(2)	Cars/Other automotive	0.00	0.00	0.00
(3)	Sweeper, Gardener, Watchman or Personal attendant	0.00	0.00	0.00
(4)	Gas, Electricity, Water	0.00	0.00	0.00
(5)	Interest free or concessional loans	0.00	0.00	0.00
(6)	Holiday expenses	0.00	0.00	0.00
(7)	Free or concessional travel	0.00	0.00	0.00
(8)	Free Meals	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 expenses	0.00	0.00	0.00
(12)	Club expenses	0.00	0.00	0.00
(13)	Use of movable assets by employees	0.00	0.00	0.00
(14)	Transfer of assets to employees	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.	1106350.00	0.00	1106350.00
(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)(viii).	0.00	0.00	0.00
(20)	Other Benefits or amenities	0.00	0.00	0.00
(21)	Total Value of Perquisites	1106350.00	0.00	1106350.00
(22)	Total 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)	: 674570.00
b) Tax Paid by Employer on behalf of Employee u/s 192(1A)	: 0.00
c) Total Tax Paid	: 674570.00
d) Date of Payment into Government Treasury	: ref form 16

DECLARATION BY EMPLOYER

I, **SUNIL THAMARAN** son / daughter of **THILRIKKUNNAM KELOTH SREENIVASAN** working in the capacity of **MANAGING DIRECTOR** do hereby declare on behalf of **ENPHASE SOLAR ENERGY 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 ENPHASE SOLAR ENERGY PRIVATE LIMITED

Place : BANGALORE
Date : 10-Jun-2025

Signature of the person responsible for deduction of tax
This Form 16 is signed using Digital Signature.
FULL NAME : SUNIL THAMARAN
Designation : MANAGING DIRECTOR