

Date: 21st May 2025

To,

Name: Sandeep Kumar

Emp Code: 658450

Dear Sandeep Kumar,

This is the second consecutive year where we've faced significant challenges in our business performance. While our revenue has grown double digit on the back of substantial capital investment in opening new stores, our profitability has marginally dipped as compared to two years ago. We are one month into the new financial year, and it does seem that this year also will be a challenging year basis the macro-economic environment.

That said, we fully recognise the sincere effort and hard work each one of you continues to put in. The responsibility and the opportunity to change the trajectory of the business rests squarely with us. Given the current situation, and after careful consideration, we have decided to be conservative with the increment levels this year. As we have seen in the past, when business and profitability improve it will have a rub-off on compensation decisions.

As we step into FY26, clear action plans have been set across the organisation to help us navigate the road ahead. Each of you should now have your goals for the year aligned with your manager, ensuring that individual efforts are connected to our larger business priorities. While we are cautiously optimistic about achieving our financial objectives, it's equally important that we remain prudent in our spending and make thoughtful choices in all resource-related decisions.

As part of the Annual Performance Review process, your achievements were evaluated and rated as "SAT".

Effective 1st April 2025 your compensation has been revised as detailed in the Annexure, with an increment of 10% pertaining to your performance rating.

We wish you all the best and are confident that you will work on the feedback provided to you.

For Sapphire Foods India Limited



Sandipa Sinha
HR Head - KFC



Annexure A

SAPPHIRE FOODS INDIA LTD	
Revised Compensation F.Y. 2025-26	
Emp Code	658450
Name	Sandeep Kumar
Total Compensation	662,275
Basic	220,770
Other Allowances*	404,415
Retirals	37,090

*Other Allowances can be availed under various categories as per company policy

For Sapphire Foods India Limited


Sandipa Sinha
HR Head - KFC



Annexure B

Name: Sandeep Kumar

Emp Code: 658450

For the year 2025-26 you will be entitled to Performance Linked Incentive of Rs.65,840/- based on achievement of individual and company targets.

For you to be entitled for this amount, you will need to be on rolls of the Company on the day of pay-out.

Please note that this is subject to deduction of tax at source in accordance with applicable Law.

For Sapphire Foods India Limited

Sandipa Sinha
HR Head - KFC