

## Shadowfax Technologies Limited

(formerly known as Shadowfax Technologies Private Limited)

CIN - U72300KA2015PLC150324

Regd. 3rd Floor, Shilpitha Tech Park, Sy No. 55/3 & 55/4, Outer Ring Road, Devarabisanahalli Village, Bellandur, Varthur Hobli, Bangalore -560103



**30-April-2026**

**Rajesh Kumar**  
**SF10177**

Dear Rajesh,

The organization growth last year is fueled by your dedication, resilience, and a growth mindset. Your contributions for tangible impact has helped shape the culture and trajectory of this organization. As we continue our journey toward industry leadership, it is individuals like you — driven and accountable will contribute to our success.

**Your PMS Rating for FY 2025–26 is 3 / Met Expectations.**

This letter outlines your **Annual Compensation Review** along with any special rewards applicable to you.

In recognition of your performance we are glad to inform you that your annual fixed compensation is revised to **Rs.3,98,000** effective from **01-Apr-2026**.

As you step into next year, we encourage you to continue raising the bar — on our transformation towards adopting AI, move up on business Diversification, Execution and Customer delight.

We need to excel in everything we do for ourselves, our team, and the organisation. Stay ambitious, stay grounded, and keep believing in the collective mission we are building together.

Sincerely,

A handwritten signature in purple ink, appearing to read "Prashanth Nayak M", with a horizontal line underneath.

**Prashanth Nayak M**  
**AVP - Human Resources**