

**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**

<b>Certificate No.</b> RJABEPA		<b>Last updated on</b> 22-May-2025		
<b>Name and address of the Employer/Specified Bank</b>		<b>Name and address of the Employee/Specified senior citizen</b>		
BNY MELLON INTERNATIONAL OPERATIONS INDIA PRIVATE LIMITED TOWER S3 LEVEL 1, CYBERCITY, MAGARPATTA CITY, HADAPSAR, PUNE - 411013 Maharashtra +(91)20-66217601 AADIL.BASHA@BNYMELLON.COM		SEBASTIAN CHEN RAJA BUILDING TOPKHANA, CST SCHOOL, KALIMPONG, KALIMPONG - 734301 West Bengal		
<b>PAN of the Deductor</b>	<b>TAN of the Deductor</b>	<b>PAN of the Employee/Specified senior citizen</b>	<b>Employee Reference No. provided by the Employer/Pension Payment order no. provided by the Employer (If available)</b>	
AADCM9640E	PNEM08944F	CNSPC5920J		
<b>CIT (TDS)</b>		<b>Assessment Year</b>	<b>Period with the Employer</b>	
The Commissioner of Income Tax (TDS) 4th Floor, .A. Wing, PMT Commercial Complex, Shankar Sheth Road, Swargate, Pune - 411037		2025-26	From 05-Aug-2024	To 31-Mar-2025

**Summary of amount paid/credited and tax deducted at source thereon in respect of the employee**

<b>Quarter(s)</b>	<b>Receipt Numbers of original quarterly statements of TDS under sub-section (3) of Section 200</b>	<b>Amount paid/credited</b>	<b>Amount of tax deducted (Rs.)</b>	<b>Amount of tax deposited / remitted (Rs.)</b>
Q2	QVUKCOSD	111602.00	0.00	0.00
Q3	QVWTTMUD	239953.00	0.00	0.00
Q4	QVZJSJGG	235675.00	0.00	0.00
<b>Total (Rs.)</b>		<b>587230.00</b>	<b>0.00</b>	<b>0.00</b>

**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)

<b>Sl. No.</b>	<b>Tax Deposited in respect of the deductee (Rs.)</b>	<b>Book Identification Number (BIN)</b>			
		<b>Receipt Numbers of Form No. 24G</b>	<b>DDO serial number in Form no. 24G</b>	<b>Date of transfer voucher (dd/mm/yyyy)</b>	<b>Status of matching with Form no. 24G</b>
<b>Total (Rs.)</b>					

**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)

<b>Sl. No.</b>	<b>Tax Deposited in respect of the deductee (Rs.)</b>	<b>Challan Identification Number (CIN)</b>			
		<b>BSR Code of the Bank Branch</b>	<b>Date on which Tax deposited (dd/mm/yyyy)</b>	<b>Challan Serial Number</b>	<b>Status of matching with OLTAS*</b>
1	0.00	-	04-09-2024	-	F
2	0.00	-	04-10-2024	-	F
3	0.00	-	05-11-2024	-	F
4	0.00	-	05-12-2024	-	F
5	0.00	-	06-01-2025	-	F

Signature Not Verified

Signed By: MOHAMMAD AADIL BASHA

Signing Date: 06/06/2025

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*
6	0.00	-	06-02-2025	-	F
7	0.00	-	06-03-2025	-	F
8	0.00	-	07-04-2025	-	F
<b>Total (Rs.)</b>	<b>0.00</b>				

  

Verification					
<b>I, AADIL MOHAMMAD BASHA, son / daughter of MOHAMMAD BASHA working in the capacity of DIRECTOR PEOPLE TEAM (designation) do hereby certify that a sum of Rs. 0.00 [Rs. Zero Only (in words)] has been deducted and a sum of Rs. 0.00 [Rs. Zero 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.</b>					
Place	PUNE				
Date	04-Jun-2025				(Signature of person responsible for deduction of Tax)
Designation: DIRECTOR PEOPLE TEAM					Full Name: AADIL MOHAMMAD BASHA

**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**

<b>Certificate No.</b> RJABEPA		<b>Last updated on</b> 22-May-2025	
<b>Name and address of the Employer/Specified Bank</b>		<b>Name and address of the Employee/Specified senior citizen</b>	
BNY MELLON INTERNATIONAL OPERATIONS INDIA PRIVATE LIMITED TOWER S3 LEVEL 1, CYBERCITY, MAGARPATTA CITY, HADAPSAR, PUNE - 411013 Maharashtra +(91)20-66217601 AADIL.BASHA@BNYMELLON.COM		SEBASTIAN CHEN RAJA BUILDING TOPKHANA, CST SCHOOL, KALIMPONG, KALIMPONG - 734301 West Bengal	
<b>PAN of the Deductor</b>		<b>TAN of the Deductor</b>	
AADCM9640E		PNEM08944F	
<b>CIT (TDS)</b>		<b>Assessment Year</b>	<b>Period with the Employer</b>
The Commissioner of Income Tax (TDS) 4th Floor, .A. Wing, PMT Commercial Complex, Shankar Sheth Road, Swargate, Pune - 411037		2025-26	<b>From</b> 05-Aug-2024
			<b>To</b> 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)?	No	
1.	Gross Salary	Rs.	Rs.
(a)	Salary as per provisions contained in section 17(1)	518923.00	
(b)	Value of perquisites under section 17(2) (as per Form No. 12BA, wherever applicable)	68308.00	
(c)	Profits in lieu of salary under section 17(3) (as per Form No. 12BA, wherever applicable)	0.00	
(d)	Total		587231.00
(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)	Commututed 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)	0.00	
(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)]		0.00
3.	Total amount of salary received from current employer [1(d)-2(i)]		587231.00
4.	Less: Deductions under section 16		
(a)	Standard deduction under section 16(ia)	75000.00	
(b)	Entertainment allowance under section 16(ii)	0.00	
(c)	Tax on employment under section 16(iii)	0.00	
5.	Total amount of deductions under section 16 [4(a)+4(b)+4(c)]		75000.00
6.	Income chargeable under the head "Salaries" [(3+1(e)-5]		512231.00
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	0.00	
(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)]		0.00
9.	<b>Gross total income (6+8)</b>		<b>512231.00</b>
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	0.00	0.00
(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)	0.00	0.00
(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)	0.00	0.00
(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 <b>[Note: Break-up to be filled and signed by employer in the table provide at the bottom of this form]</b>		
(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)]	0.00	
12.	<b>Total taxable income (9-11)</b>	<b>512231.00</b>	
13.	Tax on total income	10612.00	
14.	Rebate under section 87A, if applicable	10612.00	
15.	Surcharge, wherever applicable	0.00	
16.	Health and education cess	0.00	
17.	Tax payable (13+15+16-14)	0.00	
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.	<b>Net tax payable (17-18-19-20)</b>	<b>0.00</b>	

## Verification

I, AADIL MOHAMMAD BASHA, son/daughter of MOHAMMAD BASHA . Working in the capacity of DIRECTOR PEOPLE TEAM (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	PUNE	(Signature of person responsible for deduction of tax)	
Date	04-Jun-2025	Full Name:	AADIL MOHAMMAD BASHA

## 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	PUNE	(Signature of person responsible for deduction of tax)	
Date	04-Jun-2025	Full Name:	AADIL MOHAMMAD BASHA

**Annexure to Form No.16 PART B [for item nos. 2(f) & 2(g) and 10(m)]**

2(f) & 2(g) Break up for 'Amount of any other exemption under section 10' to be filled in the table below				
Sl. No.	Particulars of Amount for any other exemption under section 10	Gross Amount	Qualifying Amount	Deductible Amount
	Rs.	Rs.	Rs.	Rs.

10(m). Break up for 'Amount deductible under any other provision(s) of Chapter VIA' to be filled in the table below				
Sl. No.	Particulars of Amount deductible under any other provision(s) of Chapter VIA	Gross Amount	Qualifying Amount	Deductible Amount
	Rs.	Rs.	Rs.	Rs.

Place	PUNE	(Signature of person responsible for deduction of tax)
Date	04-Jun-2025	
Designation : DIRECTOR PEOPLE TEAM	Full Name : AADIL MOHAMMAD BASHA	

**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:	BNY MELLON INTERNATIONAL OPERATIONS INDIA PRIVATE LIMITED Ground Floor,Prestige Alphatech,S. No. 39/2, Ashoka Nagar,Near Radisson Blu Hotel, Kharadi Bypass Road,Kharadi/Vadgaon Sheri Pune,Pune City,Maharashtra,India,411014 MAHARASHTRA INDIA
2.	TAN	PNEM08944F
3.	TDS Assessment Range of the employer:	
4.	Name, designation and Permanent Account Number or Aadhaar Number of employee:	SEBASTIAN CHEN, Associate, Compliance & Control Representative I, CNSPC5920J
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):	443,923.00
7.	Financial Year:	2024-2025

**8. Valuation of Perquisites:**

SL. No.	Nature of perquisites(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	63,538.00	0.00	63,538.00
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)(viiia)	0.00	0.00	0.00
20	Other benefits or amenities	4,770.00	0.00	4,770.00
21	Total value of perquisites	68,308.00	0.00	68,308.00
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 the employee u/s 192(1) 0.00
- b)Tax paid by employer on behalf of the employee u/s 192(1A) 0.00
- c)Total Tax Paid 0.00
- d)Date of payment into Government treasury Various dates as mentioned on Part A of the Form 16

**DECLARATION BY THE EMPLOYER**

I, AADIL MOHAMMAD BASHA, son/daughter of MOHAMMAD BASHA working as DIRECTOR PEOPLE TEAM do hereby declare on behalf of BNY MELLON INTERNATIONAL OPERATIONS INDIA 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.

Place	PUNE	(Signature of person responsible for deduction of tax)
Date	04-Jun-2025	
Designation : DIRECTOR PEOPLE TEAM	Full Name : AADIL MOHAMMAD BASHA	

Signature Not Verified  
 Signed By: MOHAMMAD AADIL BASHA  
 Signing Date: 06/06/2025

## FORM NO. 12BB

(See rule 26C)

Statement showing particulars of claims by an employee for deduction of tax under section 192

1. Name and address of the employee : SEBASTIAN CHEN  
 2. Permanent Account Number of the employee : CNSPC5920J  
 3. Financial year : 2024-2025

Details of claims and evidence thereof			
Sl. No.	Nature of claim	Amount(Rs.)	Evidence / particulars
(1)	(2)	(3)	(4)
1.	<b>House Rent Allowance:</b> (i) Rent paid to the landlord for period : Rs.0 (i) Name of the landlord : (ii) Address of the landlord : (iii) Permanent Account Number of the landlord :	Rs.0	House Rent Receipts
2.	Leave travel concessions or assistance	Rs.0	Travel Receipts/Tickets
3.	Deduction of interest on borrowing: (i) Interest payable/paid to the lender Self Occupied Interest : Let-Out Interest : (ii) Name of the lender Let-Out : (iii) Address of the lender Self Occupied : Let-Out : (iv) Permanent Account Number of the lender Self Occupied : Let-Out : (a) Financial Institutions (b) Employer (c) Others	Rs.0	Provisional Certificate from Bank/Financial Institution/Lender

Signed By: MOHAMMAD AADIL BASHA  
  
 Signature Not Verified  
 Signing Date: 06/06/2025

4.	Deduction under Chapter VI-A		
	(A) Section 80C,80CCC and 80CCD		
	(i) Section 80C		
	(ii) Section 80CCC	:	Rs. 0
	(iii) Section 80CCD	:	Photocopy of the investment proofs
	(B) Other sections (e.g. 80E, 80G, 80TTA, etc.) under Chapter VI-A.		
	Verification		
	I, SEBASTIAN CHEN, son/daughter of ___ do hereby certify that the information given above is complete and correct.		
	<b>Place :</b> Pune		
	<b>Date :</b> 04-Jun-2025		(Signature of the employee)
	<b>Designation :</b> Associate, Compliance & Control Representative I	<b>Full Name:</b> SEBASTIAN CHEN	

Note: The information/details above, as required for deduction of tax u/s 192 of the Income Tax Act, has been provided by the employee.