

Krystal Integrated Services Limited
(Formerly Known As Krystal Integrated Services Private Limited)



Date: 18th September, 2023

To,
Ms. Neeta Prasad Lad
Atharva Plot No. 61, Bhaudaji Road,
Near Indian Gymkhana, Matunga,
Mumbai, Maharashtra, India, 400 019

Sub.: Letter of Appointment as a Managing Director of the Company

We are pleased to inform you that based on the recommendation of the Nomination, Remuneration and Compensation Committee and the Board of Directors, the shareholders of the Company at their Extra Ordinary General Meeting held on 18th September, 2023 have approved your re-designation as the Managing Director of the Company for a period of 3 years commencing from 15th September, 2023 to 14th September, 2026 on such terms and condition including payment of remuneration as contained in the employment agreement entered with the Company.

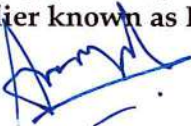
The employment agreement dated 18th September, 2023 setting out the terms and conditions of your re-designation including remuneration along with 'Code of Conduct for Board Members and Senior Management Personnel' is attached with this letter.

You shall act in good faith in order to promote the objects of the Company and shall discharge your duties as per the provisions of Memorandum & Articles of the Company and Companies Act, 2013.

Thanking you,

Yours faithfully,

For Krystal Integrated Services Limited
(Earlier known as Krystal Integrated Services Private Limited)


Sanjay Suryakant Dighe
CEO and Whole-time Director
Encl.: as above



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Annexure		
Name: Mr. Neeta Prasad Lad	Location: Mumbai	
Designation: Director		
Headings	Monthly	Annual
Basic	8,00,000	96,00,000
HRA	1,75,000	21,00,000
Conveyance Allowance	50,000	6,00,000
CCA	50,000	6,00,000
Medical Allowance	1,00,000	12,00,000
Management Allowance	2,00,000	24,00,000
Mobile Allowance	25,000	3,00,000
Leave Travel Allowance	1,00,000	12,00,000
Bonus	5,93,750	71,25,000
CTC (Cost to the Company) A	20,93,750	2,51,25,000

Note:

- 1) Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules.
- 2) In addition, you would also be eligible for Medical Insurance cover as per Company policy.