

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



Date: 18th September, 2023

To,
Mr. Pravin Ramesh Lad
10/22, Rakhangi Mahal, Acharay Donde Marg,
Parel, Mumbai, Maharashtra, India, 400 012

Sub.: Letter of Appointment as a Whole-time 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 Whole-time 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.

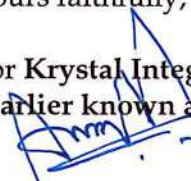
The employment agreement dated 18th September, 2023 setting out the terms and conditions of your re-designation including remuneration along with 'Code of Conduct for Board Members and Senior Management Personnel' is attached with this letter.

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



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Annexure		
Name: Mr. Pravin Lad	Location: Mumbai	
Designation: Director		
Headings	Monthly	Annual
Basic	1,50,000	18,00,000
HRA	75,000	9,00,000
Medical Allowance	1,250	15,000
Management Allowance	5,49,600	65,95,200
Bonus	12,495	1,49,940
CTC (Cost to the Company) A	7,88,345	94,60,140

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.