

Krystal Integrated Services Limited

(Formerly Known As Krystal Integrated Services Private Limited)



Date: 18th September, 2023

To,
Mr. Sanjay Suryakant Dighe
Flat no. 102 A-2 Juee Nandanvan, Pimple,
Nilakh, Pune, Maharashtra, India, 411 027

Sub.: Letter of Appointment as a CEO and 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 CEO and 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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Neeta Prasad Lad
Managing Director

Encl.: as above



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Annexure		
Name: Mr. Sanjay Dighe	Location: Mumbai	
Designation: Director		
Headings	Monthly	Annual
Basic	1,37,500	16,50,000
HRA	68,750	8,25,000
Conveyance Allowance	1,100	13,200
Management Allowance	6,82,250	81,87,000
Bonus	11,454	1,37,445
Other Allowance	1,15,000	13,80,000
CTC (Cost to the Company) A	10,16,054	1,21,92,645

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.

