

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



Date: 18<sup>th</sup> September, 2023

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

**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 18<sup>th</sup> September, 2023 have approved your re-designation as the Whole-time Director of the Company for a period of 3 years commencing from 15<sup>th</sup> September, 2023 to 14<sup>th</sup> 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 18<sup>th</sup> 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. Shubham Prasad 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               | 1,59,433         | 19,13,196        |
| Fuel Allowance                     | 14,000           | 1,68,000         |
| Bonus                              | 12,495           | 1,49,940         |
| <b>CTC (Cost to the Company) A</b> | <b>4,12,178</b>  | <b>49,46,136</b> |

**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.