

Date: 01/04/2024

To,

Mr. Prabodh Prakash Bote
Emp Code: 2100593
Location: LUMS Plant

Sub: Annual Compensation Revision & Promotion Letter

Dear **Prabodh Prakash Bote**,

The financial year **2023-24** was quite eventful as we made significant achievement towards capacity utilization, volume expansion, cost optimisation across the value chain, launched our new premium product, 'Weathershield', and harnessed power through efficient WHRS operations. We added another feather on our cap by on-time Project capitalization and set all groundwork for strategic improvements for upcoming expansion projects.

We also embarked on a journey towards digital transformation, developing structures around building robust talent pipeline and capability enhancement for making a future ready organization. It gives me immense satisfaction that together we were able to deliver on our promises and are ready to scale newer heights.

We began this year with renewed Vision and Mission, and impactful strategic initiatives towards achieving our ambitious growth plan for the new financial year which reflects our collective aspirations and commitment, '**To become a national cement brand recognized for top product quality, integrity and commitment to sustainability**'.

You are an important member of the Star Cement family, and we hope that you will continue to work with zeal and enthusiasm to ensure that Star Cement scales new heights.

We are pleased to inform you that in the recently concluded performance review, your performance has been rated as '**Exceeds Expectation**' and accordingly your **CTC** has been revised to **INR 4,51,968** per annum. Your revised CTC structure is as per the Annexure I and will be effective from **01/04/2024**.

In recognition of your consistent good performance and ability to take up additional responsibilities, we are delighted to promote you as '**Senior Business Development Engineer**' in Grade **M6**.

The contents of the letter are personal and confidential, and we expect you to honour the same. If you have any queries, please feel free to reach out to your immediate reporting manager / HOD / HR representative.

All other terms and conditions of your employment remains the same.

I will request you to take some time out from your daily schedule and reflect upon the achievements of the past year and how we can further better ourselves going forward – both individually and as a team.

We wish you sustained success in the years to come and look forward to you continuing to contribute to the accomplishment of our business goals.

I would like to sign off with our team mantra, "Star hain hum, Hum mein hai dum, Sabse aage hain hum".
With Best Wishes



Vinit Kumar Tiwari
CEO

Star Technical Services Pvt. Limited

Regd. Office : Vill & P.O. Lumshnong, Dist - East Jaintia Hills, Meghalaya - 793210

Ph: 03655-278215 / 216, Fax : 03655-278218

CIN : U74140ML2004PTC007606

Revised Annexure 1

w.e.f. 01/04/2024

Name: Prabodh Prakash Bote		Employee Code: 2100593	
Designation: Senior Business Development Engineer		Grade: M6	
Department: Land, Mines & Geology		Company: STAR TECHNICAL SERVICES PRIVATE LIMITED	
Location: LUMS Plant		Category: Managerial	
CTC STRUCTURE			
Components	Per Month	Per Annum	
Basic Pay	13,572	1,62,864	
Flexible Benefits Pay	13,397	1,60,764	
Provident Fund	1,800	21,600	
ESIC	0	0	
Bonus	1,131	13,572	
TOTAL - A Component	29,900	3,58,800	
ExGratia	1,131	13,572	
Gratuity	653	7,836	
TOTAL - B Component	1,784	21,408	
GROSS SALARY (A+B)	31,684	3,80,208	
Performance Linked Incentive(PLI)	5,980	71,760	
Sales Incentive	0	0	
TOTAL	37,664	4,51,968	
BENEFITS			
Components	Per Month	Per Annum	
Transport Allowance	0	0	
Additional HRA	0	0	
Other Fixed Allowance	0	0	
<p>Points to Note:</p> <p>Group medical insurance & Group Personal Accident insurance is as per policy.</p> <p>Flexible Benefits Pay can be allocated into components like HRA, Washing Allowance, Leave Travel Allowance, National Pension Scheme, Conveyance/Fuel Reimbursement, Children Education Allowance, Hostel Expenses Allowance, Remote Area Allowance, Professional Pursuit Allowance and Helper Allowance depending on your Location and Grade.</p> <p>Ex-Gratia is payable only to employees who are Active on rolls during the date of disbursement.</p> <p>Gratuity is payable as per the Payment of Gratuity Act.</p> <p>Variable Pay (PLI) / Sales Incentive (SI), as may be applicable, is indicated at 100% target achievement and is payable as per PLI / SI policy.</p> <p>IT implications if any shall be borne by the employee only.</p> <p>The Benefits amount may change as per changes in Policy from time to time.</p> <p>Your Compensation is confidential, for any queries/concerns you may reach out to your location HR.</p>			

With Best Wishes

Vinit Kumar Tiwari

Vinit Kumar Tiwari
CEO