

Memorandum under Section 190 of the Companies Act, 2013 setting out terms of appointment of Dr. Ramakrishnan Arul

Appointee	Dr. Ramakrishnan Arul
Director Identification Number	08236356
Designation	Whole-Time Director
Tenure	3 years – June 01, 2024 to May 31, 2027
Terms and Conditions	As mentioned below

I. Salary, Allowances, Perquisites and Retiral Benefits

Sr. No.	Particulars	Amount per annum (Rs. in Lac)
A.	Basic Salary	92.80
B.	House Rent Allowance	55.68
C.	Special & Other Allowances	67.92
D.	Annual Variable Pay Performance linked Variable Pay of Rs. 69.60 Lacs shall be paid at 100% of performance achievement. Payout of the Performance Pay would be determined based on the performance parameters laid out in the Company's Variable Pay Plan.	
E.	Performance Linked Cash Plan (LTIP) The WTD shall be eligible for Annual Long Term Incentive Plan of Rs. 58 Lacs as per the Company's Employees Stock Option Plan. The LTIP shall vest at the end of 3 rd year.	
F.	Perquisites Telephone at residence and mobile phone shall be provided as per the rules of the Company.	
G.	Retirals Companies contribution to Provident Fund to the extent not taxable under the Income Tax Act, 1961, gratuity payment as per the Company's rules and encashment of leave at the end of his tenure shall not be included in the computation of ceiling on remuneration.	
H.	Others Benefits & Amenities Other Benefits & Amenities as per the rules of the Company.	

II. Others

Either party may terminate the appointment by giving a prior written notice of three (3) months to the other party of such termination or by paying Basic Salary in lieu of the notice period.