

**Strictly Confidential**  
**Date : May 15, 2024**

**Employee Name : Sucha Singh**  
**Employee ID : 24902112**  
**Grade : M4 (Chief Manager - CM2)**

**Subject: Annual Increment**

Dear Sucha,

Thank you for your valuable contributions towards the organization during the year 2023-24.

In line with our core mission of '**Empowering Humanity by Addressing the Toughest Challenges of Clean Energy Delivery**', we are elated to share that our dedication to creating an outstanding work environment has been recognized once again. We have been honored as a "**Great Place to Work®**" for the third consecutive year.

As we continue to broaden our horizons by undertaking some of the most challenging projects in **Power Generation, Product Development, Transmission, and Services**, we invite each of you to embrace and conquer larger milestones. Together, let's steer our organization towards a trajectory of sustained growth.

In recognition of your contributions, we are pleased to inform that w.e.f **1st April 2024**, your annual compensation stands revised as below:

Current CTC (INR)	Increment Percentage	Revised CTC (INR)
2,098,814	12%	2,350,677

**Note:**

- As per the new compensation structure, your Variable Pay % stands at **12.5%** of your CTC.
- Your basic salary is being revised to **40%** of Fixed CTC.
- Breakup of your revised compensation structure is enclosed in Annexure-I.
- You will be entitled to a **Retention Bonus of INR 1,50,000** which will be released along with May'24 payroll. In the event of your resignation before 31st Mar 2025, the organization reserves the right to recover the entire retention bonus amount from you at the time of Full & Final Settlement.
- As per our organization policy, applicable notice period for confirmed employees in your grade will be **90 days**.

We would like to wish you the best as we traverse together in building a robust and agile organization of future.

**For Sterlite Power Transmission Limited**



Ruhi Pande  
Group Chief Human Resources Officer

ANNEXURE-I			
Name: Sucha Singh	Employee Code: 24902112	Grade: M4	Grade Title: Chief Manager - CM2
Compensation Details			CTC (INR)
<b>(I) Monthly Payments:</b>			
Basic Pay			68561
Statutory Bonus			13712
Flexible Benefit Plan*			77606
<b>Total Monthly Fixed</b>			<b>159880</b>
<b>Total Monthly Payments (Annualized) (I)</b>			<b>1918560</b>
<b>(II) Annual Retiral Payments:</b>			
PF Employer Contribution**			98728
Gratuity Provision			39555
<b>Total Annual Retiral Payments (II)</b>			<b>138283</b>
<b>A. Fixed Total Annual Earning (I+II)</b>			<b>2056843</b>
<b>(III) 50-50 Variable Pay Scheme***</b>			<b>293834</b>
<b>B. Annual Variable Pay (III)</b>			<b>293834</b>
<b>Total CTC (A+B)</b>			<b>2350677</b>
<b>Total CTC</b>			<b>23.51 Lacs</b>

**\* Flexible Benefit Plan**

Employee declares the benefits that will be availed by him/her as part of Flexible Benefit Plan.

Component	Eligibility	
House Rent Allowance	Upto 50% of Basic	
National Pension Scheme	Upto 10% of Basic	
Child Education Allowance	Upto Rs. 1200 pa / Child upto 2 children	
Child Hostel Allowance	Upto Rs. 3600 pa / Child upto 2 children	
Meal Voucher	Upto Rs. 26400 pa	
Telephone Reimbursement	Upto Rs. 18000 pa	
Books and Periodicals	Upto Rs. 18000 pa	
Uniform Washing Allowance	Upto Rs. 18000 pa for Plant locations only	
LTA (Annual Component)	Upto 3 months Basic pa	
Vehicle Reimbursement-for owned car	Upto Rs. 39600 pa	
Vehicle Reimbursement-for Company leased car		
Car lease****	720000 pa	
Driver Reimbursement (Part of Car lease)	180000 pa	
Fuel Reimbursement (Part of Car lease)	120000 pa	
<b>Wellness Benefits - as per company policy (Subject to requisite medical checks &amp; Policy terms by Insurers)</b>		
Component	Eligibility	Cover
Group Medclaim	Employee, Spouse, upto 2 children & one set of Parents / Parents in Law	600000
Group Life Insurance	Employee	7500000
Group Personal Accident	Employee	5000000
Executive Health Checkup	Employee	Once a year as per policy

- \*You will be able to structure your compensation as per company's Flexible Benefit Plan, if applicable. Ref Flexible Benefit Plan Section in this Annexure for details.
- Uniform Washing Allowance is applicable for employees based at Plant locations only. It may be claimed under Flexible Benefit Plan.
- \*\*Provident Fund- For employees whose monthly Basic is below Rs. 15000 per month, if sum of Basic, Flexible Benefit Plan and Statutory Bonus components >= Rs. 15000 then PF contribution will be considered as Rs. 1800 per month. For employees whose monthly Basic is more than Rs. 15000, PF contribution will be calculated at 12% of Basic.
- Gratuity shall be payable as per applicable laws and the prevalent company policy at that time of the payout.
- Tax liability, if any, arising out of this shall be borne by the employee, as per applicable tax laws.
- The Employer shall deduct from compensation, central and state taxes on income, all types of social security contributions, contribution for insurance and such other deductions as the law now or from time-to-time requires. The opinion of Company in terms of deductions will be final.
- \*\*\*As governed by V Pay Policy
- For Details of company policies, processes and terms & conditions related to your grade, please refer to HR Policy Manual of the company.
- \*\*\*\*In case you opt for an EV under Car Lease, You will not be eligible for fuel reimbursement, however your car lease value will be as per Car Lease EV Policy

Ruhi Pande  
Group Chief Human Resources Officer

**Sterlite Power Transmission Limited**Godrej Millennium, 9 Koregaon Road,  
Pune-411001, INDIA.

Payslip For : DEC-2024

Amount in INR

Employee Code	24902112	Employee Name	SUCHA SINGH
Date of Joining	20 Mar 2014	Grade	M4
Designation	CHIEF MANAGER - PROJECTS	Holding Company	STERLITE POWER TRANSMISSION LIMITED
Geography	INDIA	Operating Unit	MSI - HPSEBL
Business Unit	GPS	Function	PROJECTS EXECUTION
Location	PROJECT SITE - HP	PF UAN	100910825816
Sub Function	PROJECTS EXECUTION - PM	Aadhaar No	773672627007
PF No	SRVAP14918250000000193	PAN	CVSPS6448F
Bank Name	ICICI	Bank Account No	107001533607
Standard Days	31	Arrear Days	0
LOP Days	0	Work Days	31
PRAN			

Earnings	Standard	Monthly	Arrears	Total	Deductions	Amount
Vehicle Reimbursement	800.00	800.00		800.00	Provident Fund	8,227.00
Basic Salary	68,561.00	68,561.25		68,561.00	Voluntary Provident Fund	2,009.00
House Rent Allowance	8,000.00	8,000.00		8,000.00	Professional Tax	200.00
Flexible Benefit Plan	45,966.00	45,965.83		45,966.00	Income Tax	15,160.00
Statutory Bonus	13,712.00	13,712.25		13,712.00	LWF Employee Contribution	6.00
Vehicle Reimbursement NT	2,500.00	2,500.00		2,500.00		
Telephone Reimbursement	1,500.00	1,500.00		1,500.00		
Books and Periodicals	1,500.00	1,500.00		1,500.00		
CHILDREN EDUCATION ALLOWANCE	200.00	200.00		200.00		
<b>Gross Earnings</b>		<b>142,739.33</b>		<b>142,739.00</b>	<b>Gross Deductions</b>	<b>25,602.00</b>
					<b>Net Pay</b>	<b>117,137.00</b>

\*\* This is a computer generated payslip and does not require signature and stamp.