

## **PERSONAL AND CONFIDENTIAL**

TLL/HR/2024-25  
Date – 29<sup>th</sup> July 2025

Mr. Manas Ranjan Naik  
Employee ID - 3722  
Location - Odisha\_487

### **Subject – Annual Performance Review 2024-2025**

We are happy to inform you that your annual performance review for FY 2024-25 has been completed. This year marks a pivotal moment for Transrail, as we proudly transitioned to a publicly listed company. We have also crossed a turnover of INR 5000 cr., a milestone for Transrail & all of us. We are committed to an exciting growth journey aligned with our Vision 2028 and are on the way to achieve the same.

Your performance for FY 2024-25 has been carefully reviewed, taking into account your accomplishments as well as the future potential you bring to the organization. In recognition of this, Management has decided to award you an **Additional Increment / Market Correction**, over and above your regular annual increment.

Your revised salary details are annexed with this letter, effective **1<sup>st</sup> April 2025**. Please note that your compensation is strictly confidential. As a policy of the Company, it is expected of you not to divulge the same to anyone within or outside unless warranted by statutory / legal obligations.

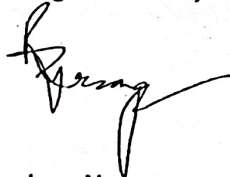
The appraisal process has been comprehensive and thorough, involving detailed reviews by Functional and Business Heads and approvals by the Top Management team. We are proud of your contributions and appreciate your continued commitment to excellence.

As we step into FY 2025-26, we encourage you to align your goals closely & finalize with your Reporting Manager to establish clear Key Result Areas (KRAs) that are Specific, Measurable, Achievable, Relevant, and Time-bound. This ensures that your efforts directly contribute to our shared business objectives. We should complete Goal Setting for FY 2025-26 by 18<sup>th</sup> Aug 2025, as an imperative.

Looking ahead, we are committed to nurturing your career growth through our Employee Development Plan, which includes assessing training needs, fostering leadership skills, and supporting professional development. We trust in your ability to lead by example and contribute meaningfully to Transrail's continued success.

As we move forward towards achieving AOP FY 2025-26 & our Vision 2028, SPEED and STRETCH remain our guiding principles.

Wishing You the very Best!



Randeep Narang  
Managing Director & CEO

## **TRANSRAIL LIGHTING LIMITED**

Domestic Operations : 46, Lambert-IT Park, Harihar Nagar, Besa, Nagpur-440 034. (Maharashtra), India.

Tel. : +91-7103-281202, 281260, 281263, 281270, Fax : +91 7103 281276

Registered Office: 501, A, B, C, E Fortune 2000, Block-G, Bandra Kurla Complex, Bandra East, Mumbai - 400051, Maharashtra, India

Tel: +91 22 61979600 | Fax: +91 22 61979666 | Web: www.transrail.in | CIN: L31506MH2008PLC179012.

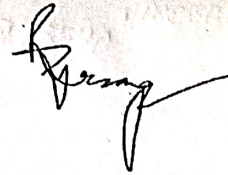
**ANNEXURE-A**  
**Transrail Lighting Limited**

Name : Mr. Manas Ranjan Naik  
Designation : Sr. Officer (Construction)  
Grade : 4C  
Emp. Code No. : 3722  
Location : Odisha\_487

( All Amount in INR )

	Compensation Details	Existing Salary		W.E.F.	01.04.2025
		Amount / Month	Amount / Annum	Amount / Month	Amount / Annum
<b>A</b>	<b>Monthly Payments</b>				
1	Consolidated Basic	16,000	1,92,000	17,000	2,04,000
2	Flexi Allowance	33,810	4,05,720	44,660	5,35,920
3	House Rent Allowance ( 20% )	3,200	38,400	3,400	40,800
4	Children Education Allowance	200	2,400	200	2,400
	<b>Total - Per Month / Annum</b>	<b>53,210</b>	<b>6,38,520</b>	<b>65,260</b>	<b>7,83,120</b>
<b>B</b>	<b>Monthly / Annual Payments / Reimbursements</b>				
1	Bonus / Exgratia ( As Per Act.)		38,400		40,800
	<b>Total Annual Payments / Reimbursements</b>		<b>38,400</b>		<b>40,800</b>
<b>C</b>	<b>Other Benefits</b>				
1	Provident Fund (As Per Act.)		23,040		24,480
2	Gratuity ( As Per Act.)		9,240		9,816
3	Mediclaime Premium		8,390		2,906
4	NPS		-		-
	<b>Total - Other Benefits</b>		<b>40,670</b>		<b>37,202</b>
	<b>Cost To Company Annually (A+B+C)</b>		<b>7,17,590</b>		<b>8,61,122</b>

- This supersedes earlier remuneration structure.
- All other Terms & conditions of your service shall remain unchanged.
- The salary details may please be treated as personal & confidential & should not be discussed or divulged to others.
- Income Tax on above salary will be borne by employee as per Income Tax Act



Randeep Narang  
Managing Director & CEO

