



Projects

**Private & Confidential**

25<sup>th</sup> August, 2025

Debabrata Jana  
BJL100061  
Power Transmission

Dear Debabrata,

### Annual Compensation Letter

It gives us immense pride that “Team Bajel” was at the center of noteworthy achievements in financial year 2024/25 and demonstrated commitment and determination. We want to take this opportunity to express our deepest gratitude for your contribution over the past year.

In recognition of your efforts, we are pleased to announce salary revision for eligible employees. You have been rated **5 - Radical - Far Exceeds Expectation** as per the annual appraisal process completed for FY 2024-25. Accordingly, your annual compensation stands revised to **INR 1,007,888** /- effective 1<sup>st</sup> July 2025, as per the enclosed **Annexure – A**.

We are poised for growth in the coming years, and our focus will be on seamless execution to deliver projects on time, cost, quality and safety with our values: collaboration, commercial mindset, courage, ownership and Integrity as our guiding principles. We once again appreciate your commitment till now and look forward to your continued support.

Wishing you the very best for the year ahead!

For **Bajel Projects Limited**

Rajesh Ganesh  
Managing Director & CEO

Nawin Chandra  
CHRO & Head – IR, CSA & CSR

**Confidentiality:** The content of this letter and your compensation package are unique to you. Any discussion or disclosure of your compensation details with anybody other than your Reporting Manager/BU or Function Head and Corporate HR will be considered as breach of agreement of appointment.



Annexure - A			
(Compensation Break Up)			
BAJEL PROJECTS LTD			
	Employee Name : Debabrata Jana	Band & Grade : E2	
	Employee Code : BJL100061	Assistant Manager - Survey	
Fixed Pay	<b>COMPONENTS</b>	<b>Current Per Annum (INR)</b>	<b>Revised Per Annum (INR)</b>
	Basic Salary	299,644	352,761
	Other Allowance (includes Flexi Pay) *	557,424	544,763
	<b>Total Fixed Pay (A)</b>	<b>857,068</b>	<b>897,524</b>
Retiral Benefits	Employer's Contribution to Provident Fund	35,957	42,331
	Gratuity (5% of Basic Salary)**	14,982	17,638
	<b>Total Retiral Benefits (B)</b>	<b>50,939</b>	<b>59,969</b>
Bonus/ Incentive	Statutory Bonus <sup>#</sup>	0	0
	Target Performance Incentive* <sup>#</sup>	0	50,394
	<b>Total Bonus/ Incentive (C)</b>	<b>0</b>	<b>50,394</b>
<b>Total CTC (A + B + C)</b>		<b>908,007</b>	<b>1,007,888</b>
<p>*Amount from Other Allowance can be allocated under various Flexi Pay components as per eligibility and limits defined in company policy. Other Allowance will be adjusted should there be revision in any of the above listed components/allowances in future.</p> <p>**Gratuity will be payable as per Gratuity Trust Rule.</p> <p># This will be paid subject to management discretion/performance of the company and as per the law applicable to the employee. Employees with monthly basic of upto INR 21,000/- are eligible for this.</p> <p>*# This will be based on performance of the Employee, Business Unit and Company. The numbers mentioned are indicative.</p> <p>All the above allowances/perquisites/benefits are as per the company policies and can be amended from time to time.</p>			