

01-April-2026

Emp. ID: 30191762
Name: Mahant Rushabh Jagdishbhai
Company: AMBUJA CEMENTS LTD
Work Location: Abdasa

Career Progression and Compensation Alignment Letter

Dear Mahant,

The Group's sustained growth and long-term value creation are driven by the commitment, capability, and performance demonstrated by its people.

In recognition of your contribution and performance outcome for FY 2025–26, we are pleased to confirm your career progression through promotion to the grade of **Assistant Manager (O3)**, effective 01 April 2026.

Pursuant to this progression and in alignment with the Company's revised compensation framework, your salary structure has been revised with effect from 01 April 2026 in compliance with the new labour codes. Accordingly, your total Cost to Company (CTC) stands revised to **₹ 7,15,004 /-** ctc per annum, effective the same date.

As a goodwill gesture, the variable pay and ex-gratia component as applicable has been merged into the total CTC with effect from 01 April 2026. Consequently, your gross take-home salary shall be enhanced from FY 2026–27 onwards, subject to applicable statutory deductions and policy guidelines.

For the purpose of clarity and statutory compliance, please note that under the new labour codes, "remuneration" shall mean Basic Pay plus Dearness Allowance (if applicable). All other components shall be treated as exclusions in the nature of allowances and benefits. Gratuity, superannuation benefits, incentives, and similar components shall form part of the total Cost to Company (CTC), in accordance with applicable laws and Company policy.

A detailed annexure outlining the revised compensation structure is enclosed for your reference.

All other terms and conditions of your employment shall continue to be governed by the Company's policies, grade-wise guidelines, and service rules, as applicable and as amended from time to time.

We congratulate you on this career milestone and look forward to your continued contribution, professional excellence, and commitment to the Group's long-term objectives.

Yours sincerely,

John Varghese
CPO - Cement Business

Vinod Bahety
CEO - Cement Business



01-April-2026

Revised Compensation Statement

Employee Code : 30191762
Name : Mahant Rushabh Jagdishbhai
Company Name : AMBUJA CEMENTS LTD
Grade : O3

Details	Salary as on 01/04/2026 (INR Per Month)	Salary as on 01/04/2026 (INR Per Annum)
Basic Salary	29,092	3,49,106
HRA	11,637	1,39,642
Employer PF	3,491	41,893
Conveyance Allowance	13,964	1,67,571
Total Remuneration	58,184	6,98,212
Gratuity	1,399	16,792
Total Fixed CTC	59,584	7,15,004
Total CTC (Incrementable)	59,584	7,15,004
Total Cost to Company	59,584	7,15,004

Confidentiality: This letter contains confidential information relating to your employment and compensation and is intended solely for your personal reference. Kindly maintain strict confidentiality.

This is a system-generated document and does not require a physical signature.