



UTKARSH COREINVEST LIMITED ('UCL')
CIN: U65191UP1990PLC045609

Registered Office:
S-24/1-2, Fourth Floor, Mahavir Nagar,
Orderly Bazar, Near Mahavir Mandir,
Varanasi, Uttar Pradesh, India – 221002
Tel No +91 9598069737
Website: www.utkarshcoreinvest.com
Email: secretarial@utkarshcoreinvest.com

NOTICE OF ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN THAT THE THIRTY SECOND (32ND) ANNUAL GENERAL MEETING OF THE MEMBERS OF UTKARSH COREINVEST LIMITED ('UCL' OR THE 'COMPANY') IS SCHEDULED TO BE HELD ON AUGUST 25, 2022 AT 12:00 NOON THROUGH VIDEO CONFERENCE MICROSOFT TEAMS MEETING ID NO 195995482@teams.bjn.vc VC ID: 1333587112 (IN TERMS OF MINISTRY OF CORPORATE AFFAIRS' GENERAL CIRCULAR NO.20/2020 F.NO.2/4/2020-CL-V DATED MAY 05, 2020 AND GENERAL CIRCULAR NO. 2/2022, F.NO.17/57/2021-CL-MCA DATED MAY 05, 2022) TO BE INITIATED FROM AND AT THE REGISTERED OFFICE - S-24/1-2, FOURTH FLOOR, MAHAVIR NAGAR, ORDERLY BAZAR, NEAR MAHAVIR MANDIR, VARANASI, UTTAR PRADESH, INDIA – 221 002 TO INTER ALIA, CONSIDER AND TRANSACT FOLLOWING BUSINESSES:

ORDINARY BUSINESS:

1. To Receive, Consider and Adopt the Standalone and Consolidated Audited Financial Statements of the Company for the Financial Year ended March 31, 2022 and the Reports of the Board of Directors and Auditors thereon.

To consider and if thought fit, the following resolution, as an Ordinary Resolution, is proposed to be passed with or without modification(s):

"RESOLVED THAT in accordance with the provisions of section 134 and any other applicable provisions of Companies Act, 2013, and basis the recommendation of the Audit Committee and the Board, the Members be and hereby accord their approval for the Audited Standalone and the Consolidated Financial Statements for the year ended March 31, 2022 including Balance Sheet as at March 31, 2022 and the Statement of Profit and Loss for the year ended March 31, 2022 along with the schedules and notes appended thereto; and the Reports of the Board of Directors and the Statutory Auditors thereon as circulated."

"RESOLVED FURTHER THAT Mr. Ashwani Kumar, Managing Director & CEO, Mr. Harshit Agrawal, Chief Financial Officer and Mr. Neeraj Kumar Tiwari, Company Secretary of the Company be and are hereby severally authorized to do the necessary acts, deeds and things in this regard."



2. **To ratify the appointment of M/s DMKH & Co., Chartered Accountants, having Registration No. 116886W / 066580, as Statutory Auditors of the Company, for one – year FY 2022-23 i.e. from the conclusion of this Annual General Meeting until the conclusion of next Annual General Meeting.**

To Consider and if thought fit, the following resolution, as an Ordinary Resolution, is proposed to be passed with or without modification(s):

“RESOLVED THAT pursuant to the provisions of Section 139, 142 and all other applicable provisions of the Companies Act, 2013 (the ‘Act’) and Companies (Audit and Auditors Rules 2014) (‘Rules’) (including any statutory amendment(s), modification(s), variation or re-enactment thereof, for the time being in force), the Members of the Company hereby ratifies the Appointment of M/s. DMKH & Co., having Firm Registration Number 116886W / 066580 as Statutory Auditors of the Company to hold office for one-year, i.e. FY 2022-23 from the conclusion of this Annual General Meeting (‘AGM’) till the conclusion of the next Annual General Meeting of the Company.”

“RESOLVED FURTHER THAT Mr. Ashwani Kumar, Managing Director & CEO, Mr. Harshit Agrawal, Chief Financial Officer and Mr. Neeraj Kumar Tiwari, Company Secretary of the Company be and are hereby severally authorized to do the necessary acts, deeds and things in this regard.”

3. **To Determine Director liable to Retire by Rotation in the AGM**

To Consider and if thought fit, the following resolution, as an Ordinary Resolution, is proposed to be passed with or without modification(s):

“RESOLVED THAT in pursuance of Section 152 of the Companies Act, 2013 and Rules made thereof and other applicable statutory provision(s), as applicable on the Company and basis the recommendation of the NRC and the Board of the Company, the Members be and hereby consider Mr. Gaurav Malhotra (DIN: 07640504) to be liable to retire by rotation in the 32nd Annual General Meeting of the Company.”

“RESOLVED FURTHER THAT basis the recommendation from NRC and the Board of the company, the Members be and hereby note that Mr. Gaurav Malhotra is not contesting for his re-appointment as Director, post his retirement by rotation.”

“RESOLVED FURTHER THAT Mr. Ashwani Kumar, Managing Director & CEO, Mr. Harshit Agrawal, Chief Financial Officer and Mr. Neeraj Kumar Tiwari, Company Secretary of the Company be and are hereby severally authorized to do necessary acts, deeds and things for giving effect to the above resolutions and complete necessary statutory formalities in this regard.”



SPECIAL BUSINESS:

1. **To appoint Mr. T. K. Ramesh Ramanathan (DIN - 09674000), as a Nominee Director of the Company.**

To Consider and if thought fit, the following resolution, as a Special Resolutions is proposed to be passed with or without modification(s):

"RESOLVED THAT in pursuance of Section 161 of the Companies Act, 2013, Articles of the Company, the extant shareholders Agreement of the Company and other applicable provisions and rules made thereof and subject to other applicable statutory or / and regulatory approval(s), basis the recommendation from NRC and the Board, the Members of the Company be and hereby accord their approval of appointment of Mr. Ramesh Ramanathan (DIN: 09674000) as a Nominee Director at the Board of the Company."

"RESOLVED FURTHER THAT Mr. Ashwani Kumar, Managing Director & CEO, Mr. Harshit Agrawal, Chief Financial Officer and Mr. Neeraj Kumar Tiwari, Company Secretary be and are hereby severally authorized to sign and to do necessary acts, deeds and things in this regard."

2. **To Re-Appoint Mr. Atul (DIN: 07711079) as an Independent Director for a second term of five (05) consecutive years**

To Consider and if deems fit, the following resolutions, as Special Resolutions are proposed to be passed with or without modification(s):

"RESOLVED THAT in pursuance of Section 149 (10) of the Companies Act, 2013 and other such applicable provisions and rules made thereof and subject to as applicable or any other such statutory or/and regulatory approval(s), the Members be and hereby approve, basis the recommendation of the NRC and the Board of the Company, for re-appointment of Mr. Atul as an Independent Director at the Board of the Company to hold office for next term of five (05) consecutive years' i.e. from this 32nd AGM till the date of 37th AGM of the Company."

"RESOLVED FURTHER THAT Mr. Ashwani Kumar, Managing Director & CEO, Mr. Harshit Agrawal, Chief Financial Officer, Mr. Neeraj Kumar Tiwari, Company Secretary and Ms. Priyanka Bisht, HR Officer-in-charge be and are hereby severally authorized to sign and to do necessary acts, deeds and things in this regard."

3. **To Approve the Annual Commission payable to the Chairperson for FY 2021-22**

To consider and if thought fit, the following resolutions as Special Resolutions are proposed to be passed with or without modification(s):

"RESOLVED THAT pursuant to the applicable provisions of the Companies Act, 2013, Article 25 (d) of Articles of Association of the Company, subject to applicable regulatory approval(s), if any, basis recommendation of the NRC and the Board of Directors of the Company, the approval of the Members of the Company be and is hereby accorded for the Annual Commission, out of profits to be payable to the Chairperson amounting to ₹7,20,000/- (Rupees Seven Lakh Twenty Thousand Only) considering the applicable taxes, excluding payment of sitting fee, reimbursement of expenses incurred in relation to



attending Board and Committees' Meetings of the Company and things ancillary thereto."

"RESOLVED FURTHER THAT Mr. Ashwani Kumar, Managing Director & CEO or Mr. Harshit Agrawal, Chief Financial Officer or Mr. Neeraj Kumar Tiwari, Company Secretary, of the Company be and are hereby severally authorized to sign, execute and file the requisite form, application and document to the concerned Registrar of Companies with regard to payment of Annual Commission out of profits for FY2021-22 to Chairperson as stated above and to do all such acts, deeds and things as may be necessary to give effect to above resolution."

4. To Re-Appoint Mr. Ashwani Kumar as the Managing Director & CEO of the Company for a further period of three (03) years.

To Consider and if deems fit, the following resolutions, as Special Resolutions, are proposed to be passed with or without modification(s):

"RESOLVED THAT pursuant to the provisions of Section 196, 197 and 203 read with Schedule V and all other applicable provisions of the Companies Act, 2013 and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment thereof, for the time being in force), the provisions of the Articles of Association of the Company and basis the recommendation of the Nomination and Remuneration Committee and approval of the Board of Directors of the Company, the consent of the Members' of the Company be and is hereby accorded for re-appointment of Mr. Ashwani Kumar (DIN-07030311) as the Managing Director & CEO of the Company for a further period of three (03) years w.e.f. March 19, 2022 till March 18, 2025 and that he shall not be liable to retire by rotation in terms of the relevant provisions of the Act, upon the existing terms and conditions and with remuneration of Fixed and Variable pay in accordance with the policy of the Company and as may be permissible by law. The details of remuneration are as per Appendix 'A' forming part of the explanatory statements."

"RESOLVED FURTHER THAT Mr. G. S. Sundararajan, Independent Director, Mr. Harshit Agrawal, Chief Financial Officer and Mr. Neeraj Kumar Tiwari, Company Secretary of the Company be and are hereby severally authorized to execute all such agreements, documents, instruments and writings as deemed necessary, file requisite forms or applications with statutory / regulatory authorities, as it may in its sole and absolute discretion deem fit and to do all such acts, deeds, matters and things as may be considered necessary to give effect above Resolution."

**By Order of the Board
for Utkarsh CoreInvest Limited**

Date: July 18, 2022
Place: Varanasi

Neeraj Kumar Tiwari
Company Secretary



NOTES: -

1. The statement pursuant to Section 102(1) of the Companies Act, 2013, as amended, relevant to the ordinary and special businesses to be transacted at the meeting is annexed hereto.
2. In view of the continuing COVID-19 pandemic, and the consequent restrictions and requirements like social distancing the Ministry of Corporate Affairs ("MCA") vide General Circular No. 14/2020 dated April 08, 2020, General Circular No.17/2020 dated April 13, 2020, General Circular No. 20/2020 dated May 05, 2020, Circular No. 28/2020 dated August 17, 2020, Circular No. 02/2021 dated January 13, 2021, Circular No. 19/2021 dated December 08, 2021, Circular No. 21/2021 dated December 14, 2021 and General Circular No.02/2022 dated May 05, 2022 has allowed Companies to hold their Annual General Meeting ("AGM") through Video Conferencing ("VC") or Other Audio-Visual Means ("OAVM") during the calendar year 2022. In terms of the said circulars read with the applicable provisions of the Companies Act, 2013, the AGM of the Company will be held through VC or OAVM, hereinafter called as Electronic Annual General Meeting ("e-AGM"), and the Members can attend and participate in the e-AGM through VC/OAVM. The detailed procedure for participating in the meeting through VC/OAVM Facility is mentioned hereunder in this notice. The deemed venue for the aforesaid AGM shall be the Registered Office of the Company.

Besides, the Members may also attend the AGM in-person at this venue.
3. AGM is being convened through VC/OAVM in compliance with applicable provisions of the Companies Act, 2013 read with the MCA Circular issued in this respect so far. The AGM will be convened over Microsoft Teams Video Conferencing platform vide Meeting ID - 1333587112.
4. To join the meeting, the Members are requested to visit Microsoft Teams and click on "**Join Meeting**". Thereafter, enter the meeting ID as mentioned in Sl. No. 3 above, enter respective Member's name and click "**Enter Meeting**".
5. In case, any Member faces any difficulty in joining the meeting, please reach out to Mr. Neeraj Kumar Tiwari, Company Secretary at secretarial@utkarshcoreinvest.com or at his contact no. +91 9598069737.
6. Please note that the proceedings at the meeting held through VC will be recorded for future record and audit purposes and also for disclosure of the same on the website of the Company.
7. The facility for joining the meeting will be open 15 minutes before the scheduled time to start the meeting, i.e. from 11:45 AM and will remain open till the entire duration of the meeting.
8. There is no record date for the purpose of Dividend as the Board of Directors does not recommend the same for FY 2021-22.
9. Corporate Members intending to attend the Meeting through their Authorised representative(s) are requested to send to the Company, a certified true copy of the relevant Board Resolution together with the specimen signature(s) of the representative(s) authorized under the said Board Resolution to attend.



10. Attendance of Members through VC shall be counted for the purpose of reckoning the quorum under section 103 of the Act as provided in the MCA General Circular No. 14/2020 dated April 08, 2020 and General Circular No. 10/2021 dated June 23, 2022. However, the Company reserves the right to secure printed attendance slip authenticated from the Members participating in - person. Those Members who will be attending the said meeting in - person at the registered and corporate office of the Company are requested to maintain social distancing.
11. The meeting will also be attended by at least one of the Independent Directors of the Company. The Independent Director(s) may either attend the AGM in-person or may use the same meeting ID and follow the same process for attending the meeting over VC as the Members are required to observe and detailed in SI. No. 3 above.
12. Since the AGM will be also held through VC, there would be no requirement of appointing proxy by those Members attending through VC, in accordance with the MCA circular. Accordingly, appointment of proxies by the Members attending through VC will not be applicable. However, such Body Corporate Members are entitled to appoint authorised representatives and are requested to send a duly certified copy of Board Resolution authorizing their representative(s) to attend and vote at the AGM, pursuant to Section 113 of the Companies Act, 2013.
13. The decision on Agenda Items shall be conducted through the e-voting system only.
14. Amidst the COVID-19 pandemic situations the notice of this meeting shall be served over e-mail to the Members through the e-mail IDs as available with the Company.
15. The route map of the venue of the Meeting is given in the Notice.
16. Voting through Electronic Means:
 - a. In compliance with the provisions of Sections 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014, as amended from time to time and the Secretarial Standards on General Meetings, the Company is providing remote e-voting facility to all its Members to enable them to cast their vote on the matters listed in the Notice by electronic means. The Company has engaged the services of the NSDL ("**E-Voting Service Provider**") to provide the e-voting facility.
 - b. The Members who cast their vote by remote e-voting prior to the Meeting may also attend the Meeting.
 - c. The e-voting period commences on August 22, 2022 at 10:00 AM and ends on August 24, 2022 at 05:00 PM. During this period, the Members of the Company holding shares in physical form or in dematerialized form, as on the cut-off date (for reckoning voting rights) being, July 29, 2022, may cast their vote by remote e-voting in the manner and process set out herein below. The remote e- voting module shall be disabled by E-Voting Service Provider thereafter. Any person who is not a Member as on the cut-off date should treat this Notice for information purpose only.
 - d. The voting rights of the Members shall be in proportion to their shares of the paid up equity share capital of the Company as on the cut-off date (for reckoning voting rights) being, July 29, 2022.



- e. The Company has appointed M/s Sumit Singh & Associates, Company Secretaries, as the Scrutinizer for conducting the electronic voting process in a fair and transparent manner.
- f. Members may call on toll free no. **1800-222-990** of the E-Voting Service Provider for any further clarifications.
- g. The process and manner for remote e-voting by a Member, when the Member receives an email from Service Provider [for Members whose email ID is registered with the Company / Depository Participant(s), would be as under:
 - i. Launch internet browser by typing the URL: <https://www.evoting.nsdl.com>
 - ii. Enter the login credentials (i.e. User ID and password). In case of physical folio, User ID will be EVEN (E-Voting Event Number) XXXX followed by the folio number. In case of Demat account, User ID will be your DP ID and Client ID. However, if you are already registered with Service Provider for e-voting, you can use your existing User ID and password for casting your vote.
 - iii. After entering these details appropriately, click on "LOGIN".
 - iv. You will now reach password change Menu, wherein you are required to mandatorily change your password. The new password shall comprise of minimum 8 characters with at least one upper case (A-Z), one lower case (a-z), one numeric value (0-9) and a special character (@,#,\$, etc.). The system will prompt you to change your password and update your contact details like mobile number, email ID, etc. on first login. You may also enter a secret question and answer of your choice to retrieve your password in case you forget it. It is strongly recommended that you do not share your password with any other person and you take utmost care to keep your password confidential.
 - v. You need to login again with the new credentials.
 - vi. On successful login, the system will prompt you to select the "EVENT", i.e. 'Utkarsh CoreInvest Limited'.
 - vii. On the voting page, enter the number of shares (which represents the number of votes) as on the Cut-off Date under "FOR / AGAINST" or alternatively, you may partially enter any number in "FOR" and partially in "AGAINST" but the total number in "FOR / AGAINST" taken together shall not exceed your total shareholding as on cut-off date mentioned herein above. You may also choose the option ABSTAIN. If the Member does not indicate either "FOR" or "AGAINST" it will be treated as "ABSTAIN" and the shares held will not be counted under either head.
 - viii. Members holding multiple folios / Demat accounts shall choose the voting process separately for each folio / Demat accounts.
 - ix. Voting has to be done for each item of the notice separately. In case you do not desire to cast your vote on any specific item, it will be treated as abstained.



- x. You may then cast your vote by selecting an appropriate option and click on "Submit".
- xi. A confirmation box will be displayed. Click "OK" to confirm else "CANCEL" to modify. Once you have voted on the resolution, you will not be allowed to modify your vote. During the voting period, Members can login any number of times till they have voted on the Resolution(s).

**By Order of the Board
for Utkarsh Coreinvest Limited**

Date: July 18, 2022
Place: Varanasi

Neeraj Kumar Tiwari
Neeraj Kumar Tiwari
Company Secretary



STATEMENT PURSUANT TO SECTION 102(1) OF THE COMPANIES ACT, 2013 (the "Act")

The following statement sets out all material facts relating to the special business mentioned in the accompanying notice:

Item No: 1

This is submitted to the Members that RBL Bank Limited, one of the investors of the Utkarsh CoreInvest Limited ('UCL' or 'the Company') holding 9.87% of the total shareholding of the Company, has nominated Mr. Ramesh Ramanathan, as its Nominee Director at the Board of the Company, vide their e-mail dated June 27, 2022, in terms of its Investor's right as stated under clause 2.03 (a) of the Second Restated and Amended Shareholders Agreement ('SRASA') dated March 01, 2021, in order to fill-in the casual vacancy created on account of nomination withdrawn of and hence cessation of Mr. Harjeet Toor's directorship from the Board of the Company.

Pursuant to the recommendation of the Nomination and Remuneration Committee of the Board, the Board of Directors, through circular resolution dated July 16, 2022 accorded its approval for the appointment of Mr. T. K. Ramesh Ramanathan (DIN - 09674000) as Nominee Director at the Board of the Company and placing the same before the Members of the Company for their approval.

The brief profile of Mr. Ramesh Ramanathan is as below:

Mr. Ramesh Ramanathan is a senior Vice President – Finance Controllership with the Bank. He has 20 years of experience in Capital Market & Banking and has been with the Bank since 2015. Prior to joining the Bank, he was part of Investment Banking team at Standard Chartered in India. He has also held previous roles in business and finance of Deutsche Bank and IBM India Limited.

Mr. Ramesh is not disqualified from being appointed as Director in terms of Section 164 sub section 2 of the Companies Act, 2013. The Company has received requisite form MBP-1 from Mr. Ramesh Ramanathan, in terms of Companies Act, 2013), confirming his eligibility for appointment.

The Board recommends resolution under Item No. 1 to be passed as a Special business.

None of the Directors, Key Managerial Personnel and their relatives, other than Mr. T. K. Ramesh Ramanathan and his relatives, are concerned / interested in the passing of this resolution.

Item No: 2

As per the provisions of Section 149(10) of the Companies Act, 2013 Independent Directors shall be appointed for a fixed term not exceeding a maximum term of five (05) years at a time and shall be eligible for re-appointment on passing of a Special resolution by the Company in its Annual General Meeting and disclosure of the such re-appointment in the Board's Report.

Further, as per section 149(11) of the Companies Act, 2013, an Independent Director can be appointed only for two consecutive term of five (05) years. After two consecutive term, he / she can be reappointed only after a cooling off period of three (03) years.



Pursuant to the recommendation of the Nomination and Remuneration Committee of the Board, the Board of Directors, in its meeting held on July 18, 2022 accorded its approval for the re-appointment of Mr. Atul (DIN: 07711079) as an Independent Director at the Board of the Company for a second term of five (05) consecutive years, and placing the same before the Members of the Company for their approval.

The Board of Directors of the Company recommends for the passing of the resolutions as mentioned in the Item No. 2 of the Special Business in Notice for the approval of the Members of the Company.

None of the Directors, Key Managerial Personnel and their relatives, other than Mr. Atul and his relatives, are concerned / interested in the passing of this resolution.

Item No: 3

The Board of Directors of the Company ("the Board") at its meeting held on February 22, 2018 had appointed Mr. G. S. Sundararajan as an Additional Director of the Company. Further, basis the recommendation of the Board of the Company on September 25, 2018 Mr. Sundararajan was appointed as the Chairperson of the Board of Directors of the Company.

The Board of Directors, in its meeting held on February 26, 2019, had approved to make payment of the annual commission out of profits of the Company to the Chairperson amounting to ₹7,20,000/- (Rupees Seven Lakh Twenty Thousand Only) as per the terms and conditions of the Company.

It is submitted that the Company had posted a Profit After Tax of ₹1.65 crore for FY 2021-22 and therefore, the Chairperson of the Board would be eligible for an Annual Commission amounting to ₹7,20,000/-, out of profit for FY 2021-22.

Accordingly, the Nomination and Remuneration Committee and the Board of Directors of the Company in its meeting held on July 18, 2022 had recommended for approval of the Members to make payment of the annual commission, out of the profits of the Company to the Chairperson of the Board amounting to ₹7,20,000/- (Rupees Seven Lakh Twenty Thousand Only).

The Board of Directors of the Company recommends for the passing of the resolutions as mentioned in the Item No. 3 of the Special Business in Notice for the approval of the Members of the Company.

None of the Directors, Key Managerial Personnel and their relatives, other than Mr. G. S. Sundararajan and his relatives, are concerned / interested in the passing of this resolution.

Item No: 4

The Board of Directors, at their meeting held on February 26, 2019, appointed Mr. Ashwani Kumar, as the Managing Director & CEO of the Company for a period of three (03) years from March 19, 2019 till March 18, 2022. The said appointment was also approved by the Members at their Annual General Meeting held on August 05, 2019.

As the tenure of Mr. Ashwani Kumar in the capacity of the Managing Director & CEO was due to expire on March 18, 2022 hence, based on the recommendation of the Nomination



and Remuneration Committee, the Board, vide their respective meetings held on February 16, 2022 had recommended for the Members to approve re-appointment of Mr. Ashwani Kumar as the Managing Director & CEO of the Company for a further period of three (03) years with effect from March 19, 2022, at the remuneration as per '**Appendix- A**'.

Pursuant to the relevant provisions of the Articles of Association of the Company, Mr. Ashwani Kumar shall not be liable to retire by rotation in terms of the provisions of Section 152 of the Act, during his tenure and Mr. Ashwani Kumar is not disqualified from being reappointed as a Managing Director & CEO in terms of Section 164 of the Act and has given his consent to continue to act as a Managing Director & CEO of the Company.

The Directors recommend the passing of the resolutions as mentioned in the Item No. 04 of the Notice for the approval of the Members of the Company.

None of the Directors, Key Managerial Personnel and their relatives, other than Mr. Ashwani Kumar, Managing Director & CEO and his relatives, are concerned or interested, financially or otherwise, in the said resolutions.



Appendix- 'A'

REMUNERATION STRUCTURE
EMPLOYEE NAME
DESIGNATION
Initial Appointment Date
Re-Appointment Date
Location

Ashwani Kumar
 Managing Director & CEO
 19-03-2019 (for a term of 3 years)
 19-03-2022 (for a further term of 3 years)
 Head Office, Varanasi

PROPOSED REMUNERATION

I. FIXED PAY COMPONENT

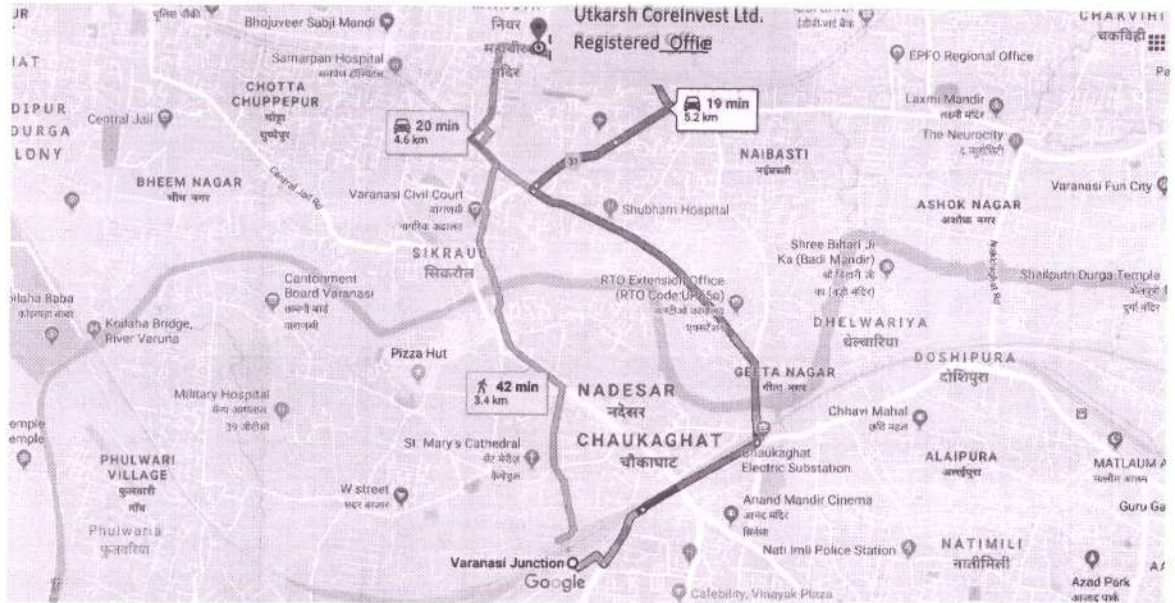
Particulars	Monthly Salary (₹)	Annual Salary (₹)
Basic Salary	1,65,000	19,80,000
House Rent Allowance	82,500	9,90,000
Medical Allowance	1,250	15,000
Transport Allowance	7,500	90,000
Driver Allowance	9,000	1,08,000
Food Allowance	1,250	15,000
Statutory Bonus	4,000	48,000
Metro Allowance	-	-
Leave Travel Allowance	16,500	1,98,000
Children Education Allowance	1,000	12,000
Other Allowance	1,35,950	16,31,400
Gross Fixed Salary	4,23,950	50,87,400
Provident Fund	19,800	2,37,600
Gratuity	7,933	95,196
Fixed CTC	4,51,683	54,20,196
Fuel Reimbursement	7,500	90,000
Total CTC	4,59,183	55,10,196

II. VARIABLE PAY / OTHER BENEFITS

Particulars	Remarks
Annual Performance Bonus	As per the extant Policy, as approved by the Board or as delegated by the Board of the Company.
ESOPs	
Leaves & Leave Encashment	
Medical & Health Insurance	
Term Insurance	
Employee Loan & Other Benefits	
Mobile Bill	As per Actuals



a) From Varanasi Railway Station



b) From Varanasi Airport

