



**Rane (Madras) Limited**  
Steering & Linkage Division

PB No. 8262  
Ganapathi Buildings, 154, (Old No. 61)  
Velachery Road, Velachery,  
Chennai - 600042

+91-44-4226 7800  
www.ranegroup.com  
CIN: L65993TN2004PLC052856

25-06-2025

Dear Prabhu EG - (16262)

We are pleased to advise you that in recognition of your contribution during the last year, your performance has been rated as **Very Good**.

Taking into account your performance and factoring in the current market trends for a comparable position in the industry, we have revised your compensation plan.

The details of your revised compensation structure is in the Annexure.

Please sign and return the duplicate copy of this letter and Annexure as confirmation of your acceptance.

With best wishes,

Yours sincerely

**for Rane (Madras) Limited**  
Steering & Linkage Division (SLD)

**Gowri Kailasam**  
Chief Executive Officer

**COMPENSATION STRUCTURE**  
Rane (Madras) Limited, Steering & Linkage Division (SLD)  
(w.e.f 01.04.2025)

Name: Prabhu EG

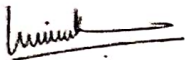
Designation: ENGINEER

Gen ID: 16262

Department: QA

Sl.No	Item	Per Month ₹	Per Annum ₹
1	Basic Salary	22500	
2	Conveyance Allowance	1600	
3	HRA/Leased Housing	13500	
4	Education Allowance	100	
5	Leave Salary Encashment		As per Company policy
6	Leave Travel Facility		3600
7	Medical Insurance		as per scheme <sup>^</sup>
8	Personal Accident Insurance		as per scheme <sup>^^</sup>
9	Group Term Insurance		as per scheme <sup>^^^</sup>
10	Retirement and Separation Benefits		As per Company policy
11	Provident Fund Contribution	2700	
12	Gratuity		12960
13	Fixed Pay	40400	16560
14	Cost To Company (CTC) - Per Annum		501360

RANE (MADRAS) LIMITED  
Steering & Linkage Division (SLD)



Gowri Kailasam  
Chief Executive Officer  
Date : 25-06-2025

(Signature of employee)  
Name : Prabhu EG  
Date : 25-06-2025

<sup>^</sup> Medical Insurance coverage = Rs.1,50,000/-

<sup>^^</sup> Personal Accident Insurance coverage = 36 months gross salary

In the event of an accident arising out of and in the course of employment, company will make payment to the employee as required under Workmen's Compensation Act or any such statutory provisions as applicable, and the amount so paid shall be adjusted against claims made under the Personal Accident Policy.

<sup>^^^</sup> Group Term Insurance coverage = 36 months gross salary

# As per provisions of The Employees' Provident Funds and Miscellaneous Provisions Act, 1952, Provident Fund contribution will be 12% of Basic Salary for employees whose Basic Salary is higher than Rs.15,000/- ; Employees whose Basic Salary is equal to or lower than Rs.15,000/-, the contributions will be 12% of Basic Salary plus Universal Allowances subject to present statutory ceiling limit of Rs.15,000.

## Gratuity is included as part of CTC; the entitlement and quantum will be based on the provisions of the Payment of Gratuity Act, 1972. You will be eligible for payment of Gratuity only on completion of 5 years of continuous service in the company and at the time of separation and not otherwise.

Individuals can opt to subscribe to National Pension Scheme (NPS) with contribution upto 10% of the basic salary per month. For employees opting to subscribe to NPS, HRA will reduce proportionately depending on the contribution