





**1st Tyre Brand to  
win Deming Grand**



**CEAT**

**— CRAFTED —  
FOR THE CURIOUS**



**APPRAISAL**

**LETTER 2024**

Registered office : RPG House, 463, Dr. Annie Besant Road, Worli, Mumbai-400030 INDIA

Date : 1st Jul 2024

Name : Nileshkumar. R .Prajapati  
Sap Code : 10009783  
Department : 4/Roll Calender

Dear Nileshkumar. R .Prajapati

Our performance embodies the spirit of CEAT —'Crafted for the Curious.' Last year was fantastic in terms of our business parameters. We saw a substantial increase in volumes in the second half of the quarter in replacement and international markets, accompanied by significant improvement in margins. We achieved commendable growth, largely attributed to gaining market share in passenger categories and two-wheelers, as well as substantial expansion within the export segment. This year, we have registered operating revenue of Rs 11,943 crore in FY24.

My heartfelt gratitude and congratulations on being the 1st tyre Company globally, to win the prestigious Deming Grand Prize, recognized as the gold standard in Total Quality Management by the Japanese Union of Scientists and Engineers (JUSE). This achievement marks a significant enhancement in our quality standards, pivotal in our success with 24 OEM audits completed and securing 12 new approvals in the past fiscal year. Our exemplary practices were acknowledged by MG in a supplier competition focused on quality improvement projects. We take immense pride in this year's remarkable milestones, including reductions in Plant Process Scrap, achievement of industry-standard steam parameters, enhanced OE yield, and minimized cured tyre defects.

Keeping in view of your FY 24 performance rating, we are happy to increase your salary by Rs 2800/- per month. This will be effective from 1st July 2024. Revised CTC amount and Performance Score is appended herewith in annexure – 1 for your reference.

We are happy to inform you that you will receive a onetime bonus payment of Rs.25200/- which will be paid in your July 24 salary.

We thank you for your contributions, support, and teamwork. We look forward to an exciting and a challenging year ahead as we work together to build an Agile, Empowering and Customer-focused organisation in view of achieving Halol plant's vision – "Be the most efficient, flexible and sustainable operations with highly empowered & engaged workforce working in increasingly smart workplace to meet the domestic and global customer's requirements"

We look forward to seeing how our curiosity and creativity will continue to inspire us in achieving our vision of FY 26.



**Rajendra Kumar Das**

VP – Plant Operations – Halol Plant

## Annexure: 1

Sap Code	10009783	Name	Nileshkumar. R .prajapati
Udaan Batch	17	Grade	ME
DOJ	15-10-2012	Department	4/Roll Calender

Performance Score : 84.92

Increment Amount / Month : Rs.2800/-

Eligible months for increment: 12 Months

Salary Components	Present CTC (Rs./PM)	Revised CTC (Rs./ PM)
Basic	10736	10736
HRA	4294	4294
Personal Pay	21773	24608
<b>Total (A)</b>	<b>36803</b>	<b>39638</b>
EPF	1800	1800
Gratuity	516	481
<b>TOTAL (B)</b>	<b>2316</b>	<b>2281</b>
<b>Total CTC P.M.</b>	<b>39119</b>	<b>41919</b>
<b>Total CTC P.A.</b>	<b>469428</b>	<b>503028</b>



Rajendra Kumar Das

VP – Plant Operations – Halol Plant



Nileshkumar. R .prajapati