



Date: 30th June 2023

Mr. Ritik Babel
Bhilwara Road, Badada Bagh, Rajasthan, 311021
7878305626

Sub: Offer Letter

Dear Ritik,

With reference to your application and subsequent interview with us, we are pleased to offer you a full-time position of **Software Engineer** in our organization viz Honasa Consumer Ltd. on terms and conditions as set forth herein.

Reporting to: VP Engineering

Date of Joining: 04-July-2023

Total CTC: Rs. 10,00,000 /- Per Annum + ESOP's worth Rs.4 Lacs.

The further breakdown of your salary has set forth in Annexure 1 hereto. Please note that all amounts above are pre-tax amounts and will be taxable in accordance with the taxation laws in India.

Location/Transfer: Your current place of posting will be done at Gurugram, but during the course of the service, you may be posted/transferred anywhere to serve any of the Company's projects or any other establishment in India or outside, at the discretion of the management of the company.

Job responsibilities: Your job responsibilities will be as assigned by the management of the company from time to time. The designation, reporting and job responsibilities are subject to review by the management from time to time. You shall perform and discharge faithfully and to the best of your ability the duties, assigned to you from time to time by the Company and shall report to your manager in connection with such responsibilities. You will devote your full working time, energy and attention exclusively to the duties entrusted to you and you shall not engage yourself in working for any other person or the Company in any capacity, whatsoever, nor do any private business without obtaining our prior permission in writing.

Probationary Period: The first 90 (ninety) days of the employment shall be considered probationary period. The Company may terminate this Agreement with immediate effect at any time during, or at the end of the probationary period. In such event, the Company's only liability to you will be in respect of unpaid remuneration or expenses. During the probationary period you may not terminate your employment under this provision. Post the expiry of the probationary period, the Company may, in its sole discretion, decide to confirm your employment.



Confidentiality: You are required to handle this letter along with all terms and its contents as strictly confidential, including but not limited to compensation, and you may not disclose or discuss the same, externally or with co-workers, without the Company's prior written consent.

Validity and Acceptance of offer: If you accept our offer of employment, please sign in the space provided below and return the same to us within 3 (three) business days from the date of this letter. Our offer shall automatically lapse unless we receive your acceptance within the designated time or unless we grant an extension of time due to extenuating circumstances.

We welcome you to the Honasa Consumer Ltd. family and look forward to your fruitful contributions. Should you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to contact Ms. Aanchal Bhatia.

Sincerely,

For Honasa Consumer Ltd.

Ms. Aanchal Bhatia
General Manager – HR & Admin



ANNEXURE I

Your Salary Break-up is as follows:

COMPENSATION DETAILS		
Name	Ritik Babel	
Designation	Software Engineer	
Date Of Joining	04-Jul-23	
Monthly CTC	83333	
Yearly CTC	1000000	
Particulars	Monthly	Yearly
Basic	41,667	5,00,000
HRA	20,833	2,50,000
CCA*	17,233	2,06,800
Gross CTC	79,733	9,56,800
Statutory Deductions		
Employee Contribution for PF	1,800	21,600
Employer Contribution for PF	1,800	21,600
Total Statutory Deductions	3,600	43,200
Fixed Yearly CTC	83,333	10,00,000
Variable	-	-
Total Yearly CTC	83,333	10,00,000
Net Take Home (Before Tax)*	79,708	9,56,500

*CCA amount may vary on the basis of flexi-benefits opted during the service tenure.

Note:

1. Labour Welfare Fund deduction will be applicable as per statutory law.