



16-07-2023

SAMARTH KASHYAP
+91 9891377535
Gurgaon

Sub: Offer Letter

Dear SAMARTH,

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

Reporting to: Associate Vice President - Growth
Date of Joining: 17-07-2023
Total CTC: 800000 (Eight Lakh Rupees only)

The further breakdown of your salary has set forth in **Annexure 1** hereto. Please note that all amounts above are pretax 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

Honasa Consumer Limited

Registered Office: Unit No - 404, 4th Floor, City Centre, Plot No 05, Sector-12, Dwarka, Delhi - 110075

Corporate Office: 4th Floor, BLM Tower, Plot No. 63, Sector-44, Gurugram, Haryana - 122003

Email: info@mamaearth.in; Phone: 0124 - 4880828 | Website: www.honasa.in

| CIN: U74999DL2016PLC306016 |



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 Limited 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 Limited

Authorised Signatory
General Manager - Talent Acquisition

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ANNEXURE I

Your salary break-up is as follows:

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	350000	29166.67
HRA	175000	14583.33
CCA	153400	12783.33
Gross CTC	678400	56533.33
Statutory Deductions		
Employer Contribution for PF	21600	1800
Total Statutory Deductions	21600	1800
Fixed Yearly CTC	700000	58333.33
Variable	100000	
Employee Contribution for PF	21600	1800
Labour Welfare Fund	300	25
Net Take Home	656500	54708.33

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

Note: Labour Welfare Fund deduction will be applicable as per statutory law.
Variable will be paid monthly as per your target achievements, post probation confirmation.

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