

April 25, 2023

Dear Mr Shivam Laddha,

This is with reference to the interactions we've had with you; we are pleased to offer you the position of **Graduate Engineer Trainee - Electronics**. You will be placed in **Management Grade M-10 on successful completion of probation period**.

Details of our rewards package are highlighted below:

Particulars	INR (Per Annum)
Annual Fixed Pay	7,48,000/-
Monthly Performance Linked Incentive	1,02,000/-
Total Potential to Earn	8,50,000/-

- The above earnings are indicative in nature and subject to taxes as applicable to employee's account, as per the prevailing & applicable taxes.
- MPLI- Monthly Performance Linked Incentive (MPLI) amount mentioned above is illustrative in nature and computed on assumption of 100% pay-out. The actual pay-out is dependent on Asset Business Performance.
- The above compensation remains same for one year of training period. The deployment to the final place of posting will not attract any additional benefits.

The date & place of joining will be confirmed in the subsequent communications.

Kindly sign a copy of this letter in acceptance of the offer. A detailed appointment letter will be issued post joining.

The offer is subject to: -

- You being declared medically fit as per the pre-employment medical test (the details of which will be communicated to you shortly)
- You being on probation of twelve months from your date of joining.
- Successful clearance of Background Verification to verify the Education and Employment history as provided.

We look forward to your joining and this journey that we shall undertake will surely prove to be mutually successful.

With best wishes!

For **ArcelorMittal Nippon Steel India Limited**

Praveen Kuruvalli

Praveen Kuruvalli
Head – People Strategy & HR COE


(Candidate's Signature)