

09-Aug-2023

Dear MANOJ DHANAJI GANDURE,

We are pleased to offer you the position of UNIT MANAGER at **Level - 1** of our Company. Your initial posting will be at Chiplun.

Your compensation details are as follows:

Components	Components Rs. Per annum
Basic	75,000
Supplementary Allowance	105,000
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,605
Flexible Compensation Pay	37,795
Total Fixed Pay	250,000

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company.

This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and

conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.