

OFFER LETTER

PRIVATE AND CONFIDENTIAL

Date: 14-03-2021

Dear Hitesh Thakur,

We have the pleasure to offer you the position of **Sport Leader** on Part-Time Basis, at Decathlon Sports India Pvt. Ltd.

1. Terms & Conditions

1. You will report to **Akshay Kumar M S** or any officer appointed by him/her on 12-03-2021
2. Your gross salary will not exceed **120.0**(INR. One Hundred and Twenty) per Hourly
3. You may also receive a bonus on monthly basis and which would be to a maximum of 20.0 % of your monthly gross salary. Your manager will explain to you the calculation of such bonus
4. Please note that salary and bonus payments are made based on individual merits and therefore such matters should be kept strictly confidential to yourself only
5. Changes in your compensation are subject to the discretion of the Company and will be subject to and be on the basis of your effective performance and results during your employment and other relevant criteria

Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

For Decathlon Sports India Pvt Ltd

Thanking you
Akshay Kumar M S