

Private & Confidential

HRD / Offerlr / ATS555275

Aug 14, 2024

Sri Akshaya kumar B

Dear Sri Akshaya ,

Congratulations!

With reference to your application and subsequently clearing the selection process, we are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1. Your initial posting will be at Chennai - Nungambakkam.

We look forward to your contribution towards our Company's vision i.e. "to build an enduring institution that serves the protection and long-term saving needs of customers with sensitivity". All our employees are guided in their actions by our values, and we encourage you to exemplify and role model our Values of Customer First, Humility, Passion, Integrity and Boundarylessness.

We offer our employees a long-term career through various opportunities to learn and grow and provide a work environment that is supportive, fair and meritocratic. The three pillars of our career proposition are explained in Annexure I.

Your compensation details are mentioned below in Table I.

Table I : Compensation		
Components	Monthly (in ₹)	Annual (in ₹)
Basic Salary	7,750	93,000
Flexible Compensation Plan	8,077	96,929
Supplementary Allowance	7,250	87,000
Minimum Statutory Bonus	583	7,000
Total [A]	23,661	2,83,929
Employer's Contribution to PF	1,800	21,600
Gratuity	373	4,471
Retirals [B]	2,173	26,071
Annual Guaranteed Pay (AGP) [A+B]	25,833	3,10,000
Conveyance Allowance	2,500	30,000
Mobile Reimbursement*	750	9,000

*Mobile reimbursements are done as per the mobile reimbursement policy of the organisation. The amount will be directly paid to the vendor and will not be credited along with the salary.

Other benefits applicable to Level 1 of the Company are mentioned in Annexure II and the terms and conditions are mentioned in Annexure III of the offer letter for your reference.

The offer is extended relying upon the information furnished and representations made by you and is valid subject to your acceptance of the terms and conditions of the employment with us. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned herein.

1. Please provide your acceptance to the offer letter within 5 days from its receipt failing which the offer shall stand revoked. Upon acceptance of this offer, you are mandatorily required to join the Company within 60 days of your acceptance, failing which the offer and acceptance shall stand automatically revoked.
2. Upon acceptance of the offer and subsequent to joining the Company you will be bound by the Company's Code of Conduct, Employee Service Rules or any applicable Anti-Bribery Law, Anti-Corruption and Bribery Policy and other policies of the Company.
3. Your appointment and continuation in employment is subject to reference checks, qualifications, past employment details, successful completion of your course-graduation / post-graduation and submission of certificates / marksheets at the time of joining. You are required to submit the requisite documents and proof of successful completion of your respective qualification within 3 months of joining the organization.
4. If any information or representation furnished by you is found to be incorrect or if any material information is suppressed / misrepresented by you, the offer and / or the acceptance provided shall stand invalid and revoked. The Company reserves its right to initiate appropriate civil / criminal action against you.

Post joining your services with the Company are liable to be terminated as per applicable notice period policy at any time without assigning any reason in the event of:

- a. Any breach of the conditions mentioned in this letter on your part or
- b. Any incorrect information furnished by you like:
 - i. Mismatch in your previous employment date even for a day or
 - ii. Mismatch in your previous pay slip or
 - iii. Fake qualification certificates etc or
- c. Suppression of any material information by you

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

For ICICI Prudential Life Insurance Co. Ltd.



Subhashish Banerji
Chief – Sales HR delivery - Human Resources

I understand that the digital acceptance of this offer shall be construed as acceptance to all the terms and conditions therein.

Name: Sri Akshaya kumar B

Signature & date: _____

Annexure I: Our Cornerstones

In achieving our Vision, harmony in outcomes for the Company's three key stakeholders - namely, our customers, employees and shareholders - is essential. To enable this, the Company has articulated the commitment and promise made to our employees through our Cornerstones. In addition to communicating our Cornerstones to all employees and prospective employees, we also endeavor to proactively listen, empathise and respond to the needs and expectations of employees.

The three pillars of our Cornerstones are explained below:

1. Learning & Growth: We hire for attitude and train for skills and we give growth to our employees by offering challenging roles and diverse experiences
2. Supportive Environment: We provide a healthy, safe and secure workplace and enable superior performance by providing the required technology and infrastructure support; we always stand by our colleagues in their hour of need
3. Fairness & Meritocracy: We are an equal opportunity employer and all our people decisions are based on policies and rules; performance rewards and career progression is based on merit

The Company has consistently invested in delivering on these promises, which has created the edge that makes our people a key source of strength and a key competitive advantage.

Annexure II: Benefits

Benefits applicable	Eligibility limits	Applicability
Group Term Life Insurance	₹ 15,00,000*	Employee
Group Personal Accident Insurance	₹ 30,00,000*	Employee
Group mediclaim policy	₹ 4,00,000 for a policy year**	Employee and enrolled dependents-spouse / same sex partner (includes non-cisgender partner) and children upto the age of 25 years (based on tenure)**
Education assistance policy	Reimbursement of fees for defined courses upto specified limit, as per policy	Employee
Leave (in a financial year)***	<ul style="list-style-type: none"> • Privilege Leave (PL): 28 days (21 days during the first year of service) • Sick Leave (SL): 15 days • Maternity leave (ML): 180 days • Paternity Leave: 5 days • Adoption / Surrogacy Leave: 90 days 	Employee

*Additional coverage is provided after completion of defined number of years for completed services at the Company, as per policy.

** Detailed eligibility, policy clauses, limits and processes as defined in the HR Policy.

*** PLs and SLs are applicable for one complete financial year. Detailed eligibility, policy clauses as defined in the HR Policy.

Other Benefits:

In addition to the above policies, we have other policies linked to the tenure of employees that support the employee & his/her family members in times of need and enable them to meet various life stage needs. These policies include: Executive Health Check-up, Employee's Children with Special Needs, Employee Children's Education Scholarship Scheme, Employee Children's Sports Scholarship Scheme etc.

Learning and growth is delivered through challenging assignments, role changes including movements to different functions / channels and locations and by providing opportunity for employees to apply for various roles through the Internal Job Posting process. In addition, opportunities for skill enhancement are provided through training and certifications, which may be a mix of mandatory, self-paced, behavioral and virtual programs.

These policies will be applicable as per the eligibility criteria and limits defined in the HR policies. These benefits and policies are subject to change as per the business requirements from time to time and such changes will supersede the relevant clauses mentioned in offer letter and appointment letter.

Annexure III: Terms and Conditions of Employment

1. Transfer: 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, unless a revised letter is provided to you.

2. Background check: The Company reserves the right to conduct background checks including your antecedent, education, employment, CIBIL and criminality check. By accepting the terms and conditions of your employment with the Company, you also consent to the right of the Company to share your information with its affiliates, government authorities and third parties as deemed appropriate by the Company. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

3. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.

4. Leave: Any unauthorized (without prior appropriate approval) leave of absence for a period as defined in the Company's policies may lead to termination of employment.

The detailed terms and conditions of employment will be outlined in the letter of appointment which will be issued to you separately.