

Hindustan Unilever Limited,
Unilever House,
B D Sawant Marg, Chakala,
Andheri East, Mumbai 400 099

Tel: +91 (22) 50433000 | Web: www.hul.co.in | CIN: L15140MH1933PLC002030



Hindustan Unilever Limited

May 31, 2021

Yogesh S Suryavanshi
000675264

Dear Yogesh,

We are pleased to inform you that effective June 01, 2021 you have been promoted as R&D Officer in WL1A in our company, subject to the following terms and conditions.

1. You shall be currently stationed at Unilever R&D Bangalore and are liable to be transferred to any of the Company's / Associate's / Sister Concerns' factories or commercial establishments in India, or to any department, as required by the exigencies of our business at the discretion of the Company.
2. Your consolidated annual basic salary will be INR 193,280. We would like you to know that annual increments are not automatic, but will be given to you, only if your performance during the relevant year, as judged by the Company is good. There will be no separate dearness allowance.
3. In addition to your consolidated salary, you shall receive such other allowances as are applicable to you under the company's rules in force from time to time. Details are present in the attached document.
4. Retirement Pension will be as per the Defined Contribution Scheme applicable to Executives.
5. During your employment with us, you shall be subject to the Company's existing rules and regulations as varied by us from time to time at our discretion, irrespective of whether these rules and regulations or any changes therein, are individually notified to you or not.
6. While in our service, you shall devote the whole of your time to the business of the Company to the best of your ability and you shall not either directly or indirectly be connected with, concerned in, or employed in, any other business whatsoever.
7. Your services are subject to termination by either side by giving the other written notice of not less than 90 days or the number of days' annual leave due to you on the date of notice whichever is greater, or salary in lieu of such notice provided that the Company may require you to avail leave due to you during the period of notice. In case you fail to give the required notice or fail to pay in lieu of notice, the Company has a right to adjust the amount payable to you. The notice may be delivered by hand or by registered post and the notice period shall commence from the date of delivery in the former case and the date of dispatch in the latter case.
8. You should follow all the Safety, Health and Environment guidelines and rules as laid down by the Company from time to time. Working Safely is a Condition of employment and violation of Safety rules will result in appropriate disciplinary action and violation of the Cardinal rules will lead to termination of employment.

9. You shall advise the Company of the address to which communications to you shall be sent by post and the notice and other communications sent to you at such address shall be deemed to have been properly sent by us and received by you. Your address shall be as last advised by you to the Company and as last acknowledged by the Company.
10. In keeping with the established practice, you shall retire from the services of the Company at the end of the month in which you attain the age of sixty years.

Yours sincerely,



Rakesh Ravindran
General Manager - Employee Experience, South Asia