

HRD/MML/O/19235/24

20 September 2024

Mr. Haripada Das
At- Deula, Po- Jathia, Dist- Balasore,

Odisha- 756023

Dear Haripada Das,

It gives us pleasure in offering you a position with the **Muthoot Microfin Limited**. This offer is in pursuance with the discussions we had with you recently.

Terms & Conditions

1. Job Title:

You will be designated as **Branch Credit Manager-Credit Risk**

2. Reporting:

You will be reporting to the **Area Credit Manager-Credit Risk**

3. Location

Your first posting will be at **Basudebpur**

4. Remuneration:

Your Annual Total Employment Cost to the Company would be **283200.00/- (Two Lakh Eighty Three Thousand Two Hundred Only)** the details of which are been given in the Annexure attached

5. Job Description:

Your duties and responsibilities will be given separately

6. Posting/Transfer:

Even though your first posting will be at **Basudebpur** during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

7. Probation/Confirmation:

You will be on Probation for a period of 6 months. Your performance will be evaluated after the

completion of probation period. Your services will be confirmed with the company in writing, strictly on the basis of your performance during the probation period

8. Notice Period:

In case you decide to leave the company's services, you will be required to give 90 days' notice. The company in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the company the gross salary for the notice period so reduced/waived off.

9. Medical Fitness:

Your offer is subject to your being found medically fit for employment.

10. Information:

This Offer Letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio- data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this position, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

11. Responsibility:

With acceptance of this letter, you are undertaking the following responsibilities

- i. You will abide by the rules and regulations/Certified Standing Orders of the Company as may be in force from time to time
- ii. During your services with the Company, you will not undertake any other business or work, direct or indirect, honorary or with remuneration except with the written permission from the Management.
- iii. You will not during your services with us or any time, thereafter disclose to any persons, firm or Company, information regarding the Company, the disclosure of which may damage the interest of the Company.

12. You are advised to join us latest by: 23 September 2024

You are required to sign and submit a copy of this letter as a token of your acceptance of our terms and conditions along with the following documents (if not submitted already) within 2 days from the date of this offer failing which the offer will stand void.

- Copy of educational qualification (self-attested)
- Police Verification Certificate on or before 30 days of joining
- KYC - Self attested
- Copy of Relieving letter from the present Employer

Employees who are leaving the service without intimation to the company within 30 days from the date of joining shall be not eligible for any benefits as an employee and the company has the right to recover the loss incurred with regard to the appointment and his service.

13. Confidentiality

You acknowledge that in the course of performing services, you will obtain knowledge of the business plans, products, processes, software, know-how, trade secrets, formulas, methods, models, prototypes, discoveries, inventions, improvements, disclosures, names and positions of other employees and/or other proprietary and/or confidential information (collectively the Confidential Information). You agree to keep the Confidential Information secret and confidential and not to publish, disclose or divulge to any other party, and agree not to use any of the Confidential Information for your own benefit or to the detriment without the prior written consent, whether or not such Confidential Information was discovered or developed by you. You also agree not to divulge, publish or use any proprietary and/or confidential information of others that you are obligated to maintain in confidence.

This clause shall be applicable even after the discontinuation of your services with the organization

Professional Code of Conduct

You shall abide by the Professional code of conduct, as amended from time to time, at all times.

Acceptable Usage Policy

You shall be bound by the acceptable usage policy and the related policies from time to time.

Within 15 days of joining you will read through the Policy and acknowledge receipt of the same failing which you may not be able to access the information assets

While welcoming you to Muthoot Pappachan Group, we hope you will excel in your endeavours and help make Muthoot Microfin a success story.






For Muthoot Microfin Ltd





Subhransu Pattnayak

Chief Human Resource Officer

 <p>Monetary</p> <ul style="list-style-type: none"> ■ Staff loan ■ Incentive ■ Fuel Allowance ■ Yearly Bonus ■ Branch Grade wise Pay increments 	 <p>Career Growth</p> <ul style="list-style-type: none"> ■ Performance ■ Appraisal ■ Internal Promotion ■ Learning and Development Programs 	 <p>Work Life Balance</p> <ul style="list-style-type: none"> ■ Second Saturday Off ■ Maternity Leave ■ Paternity Leave ■ Adoption Leave ■ Sports & Cultural Activities ■ Mobile connection
 <p>Health and safety</p> <ul style="list-style-type: none"> ■ Term Insurance ■ Medical Insurance ■ Parental Insurance ■ Additional Insurance to ESIC employees 	 <p>Retirals</p> <ul style="list-style-type: none"> ■ EPF ■ ESI ■ LWF ■ Gratuity ■ Leave Encashment 	

Muthoot Microfin is a Great Place to Work® certified company. We are also one of the leading and fastest growing microfinance institution in India. The company offers tremendous growth opportunities for its employees. We have the best people practices and policies in place to ensure the wellbeing and work-life balance of our employees.

Salary Break Up		
Name	Haripada Das	
Location	Basudebpur	
Designation	Branch Credit Manager	
Grade	O III	
Compensation Component Details	Per Month	Per Annum
Basic	13216.00	158592.00
HRA	5286.00	63432.00
Other Allowance	3298.00	39576.00
Gross(A)	21800.00	261600.00
Deduction		
Employee PF	1800.00	21600.00
Net Salary (B)	20000.00	240000.00
Employer PF	1800.00	21600.00
Total (C)	1800.00	21600.00
Cost to the Company (A+C)	23600.00	283200.00

For Muthoot Microfin Ltd





Subhransu Pattnayak
Chief Human Resource Officer