

Date: 09 December 2019

To
Vishal Kainthla,
New Delhi

Sub: Letter of Intent

Dear Vishal,

Further to the recruitment process held for your campus, we are pleased to confirm your selection in our company. After joining you will be on probation for a period of six months or such extended period as may be decided by the Company.

You shall be required to join the Company tentatively during the period of **May 2020 to October 2020**. Your actual date of joining, place of work, job title & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. The discretion on your placement /place of work i.e. metro or non-metro will be with the Company. A formal offer cum appointment letter mentioning terms and conditions of the employment will be provided on your joining. Please note that your selection is subject to successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time and is not your appointment letter. You are further informed that your selection will be cancelled and this letter of intent will stand withdrawn if you fail to full fill the criteria stated above.

You agree to keep in confidence and not to disclose or use for your own benefit, or for the benefit of any third party any information, documents or materials that are provided to you and are reasonably considered confidential.

Fixed Pay structure that we offer to our employees joining through campus are enclosed herewith in Annexure 1 for metro and for non-metro locations. Employees working in following locations are considered as working in Metro location viz: - Mumbai, Delhi / NCR, Bangalore, Chennai, Ahmedabad, Pune, Kolkata, Indore, Hyderabad. Rest all locations are non-metro locations.

For any further queries you may get in touch with your Regional HR Manager Hemant Kumar at **8588844638**

Please acknowledge the Letter of Intent by accepting a copy of this letter for our official records.

Yours Truly,

For ICICI Securities Ltd


Hemant Kumar

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd, BSE Ltd and Metropolitan Stock Exchange of India Ltd.
SEBI Registration : INZ000183631
CIN No.: L67120MH1995PLC086241

ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parekh Marg,
Churchgate, Mumbai 400 020, India.
Tel (91 22) 2288 2460/70
Fax (91 22) 2288 2455

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C., Turbhe, Navi Mumbai - 400 705
Tel (91 22) 4070 1000
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Mr. Anoop Goyal
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
Website Address: www.icicisecurities.com / www.icicidirect.com



| Non Metro | | |
|--|----------------|-----------------------|
| Remuneration | | |
| Components | Monthly | Annually |
| Basic | 10,420 | 125,040 |
| HRA | 5,210 | 62,520 |
| LTA | 2,171 | 26,050 |
| Supplementary Allowance | 9,303 | 111,631 |
| Total Cash | 27,103 | 325,240 |
| Retiral Benefits | | |
| PF | 1,800 | 21,600 |
| *Gratuity | 868 | 10,416 |
| Total Pay | 29,771 | 357,256 |
| **Performance Linked Variable Pay | 2083 | 25000 |
| Cost To Company (CTC) | 31855 | 382,256 |
| Local Conveyance, Mobile Allowance, Health Insurance Benefit, Personal Accident Cover | | As per company policy |
| ·Death Benefit as per company policy in case of untimely demise while in the service | | |
| *Gratuity will be in accordance with the statutory requirement and /or, as per Company policy. It is payable after completion of 5 years of continuous service. | | |
| **Performance linked variable pay: You will participate in the Company's Variable pay plan. The payout depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed payout towards performance linked variable pay. The performance linked variable pay awarded to you in any year will have no bearing to your previous year's performance linked variable pay. Please note that the performance linked variable pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein. | | |

Date: 09 December 2019

To
Vivek Kumar,
New Delhi

Sub: Letter of Intent

Dear Vivek,

Further to the recruitment process held for your campus, we are pleased to confirm your selection in our company. After joining you will be on probation for a period of six months or such extended period as may be decided by the Company.

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For ICICI Securities Ltd


Hemant Kumar

Regional Manager- Human Resources

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CIN No.: L67120MH1995PLC086241

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Name of Compliance Officer (Broking Operations) : Mr. Anoop Goyal
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
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Date: 09 December 2019

To
Urwashi Tyagi,
New Delhi

Sub: Letter of Intent

Dear Urwashi,

Further to the recruitment process held for your campus, we are pleased to confirm your selection in our company. After joining you will be on probation for a period of six months or such extended period as may be decided by the Company.

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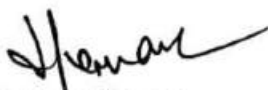
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