Asian Paints Limited
6A & 6B, Shantinagar,
Santacruz (East)
Mumbai 400 055
Maharashtra, India
T : (022) 6218 1000
www.asianpaints.com

Tuesday, April 28, 2026

Mr. Chandan M,
#122, 1st main 1st stage, Brindavan extension,
Mysore - 570020,

Dear Mr. Chandan M,

We are pleased to inform you that we are hereby making an offer of appointment to you and are outlining terms and conditions in relation to your employment with us. Your date of joining with Asian Paints Ltd will be 07-May-2026. This offer may be withdrawn by the Company in case of your inability to join on the Joining Date and any delay shall not be accommodated.

DESIGNATION : EXECUTIVE N - PROJECT SALES
GRADE : N/TN
REMUNERATION : The salary details applicable to you will be:

Headings	Mumbai, Delhi Amount (INR)	Bangalore, Chennai, Kolkata, Hyderabad, Secunderabad, Pune Amount (INR)	All Other Locations Amount (INR)
Basic	21000	21000	21000
Interim Allowance	2500	2500	2500
HRA	9000	8500	8000
Education Allowance	200	200	200
Consolidated Allowance	600	600	600
Conveyance Allowance	12700	12700	12700
Monthly Gross	**46000**	**45500**	**45000**
Employer's contribution towards PF	2520	2520	2520
CTC per month	**48520**	**48020**	**47520**
LTA (per annum)	4000	4000	4000
Bonus (per annum)	39000	39000	39000
CTC per annum	**625240**	**619240**	**613240**

*You will be entitled to receive gratuity in accordance with the Company's Gratuity Scheme or as per the Code on Social Security, 2020, whichever is more favourable, but not both. Under all circumstances, the maximum gratuity amount payable shall not exceed such amount as may be notified by the Central Government under the applicable law from time to time.

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SACHIN SINGH
Date: Thu Apr 30 21:31:40 IST 2026

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A list indicating the privileges, benefits and the terms and conditions governing your compensation mentioned above is enclosed in the Annexure shared with you along with the offer. The contents of this annexure as amended from time to time shall be deemed to form part of the terms of your employment. It would be deemed that you have read, understood and accepted the same as part of the terms of your employment.

The Company has policies and procedures in respect of holidays, leave, benefits, maternity, disciplinary, capability and grievance etc which are applicable to you. All policies and circulars of the Company as amended from time to time shall be deemed to form part of the terms of your employment.

The aforementioned annexure mentioning the privileges, benefits and terms and conditions governing your compensation as well as all company policies, circulars are accessible in specific groups on the internal company portal for the employees.

1) POSTING AND FUTURE TRANSFER

1.1 Your joining location will be BENGALURU -PNYA.

1.2 You may be posted at/ transferred to any other place of business of the Company, at the sole discretion of the management. Such place of business may be outside the city or state of your immediate or subsequent posting/s and could be at any plant, branch depot, or office, existing or new. You shall not be entitled to any monetary benefit or compensation by virtue of such transfer.

2) TIMINGS

You will adhere to the timings prevalent in the place of business where your services are made use of.

3) PROBATION

You will have a period of probation which is six months ("**Probation Period**"), starting from the Joining Date. This Probation period may be extended to a further three months period ("**Extended Probation Period**") based on your performance during the Probation Period, as assessed by the management. It is an express condition of service that unless you are confirmed in writing at the end of Probation period or Extended Probation period, as the case may be, your services will stand automatically terminated.

4) MEDICAL FITNESS

Your probationary appointment, confirmation as well as continued employment in the services of the company are subject to medical fitness to be certified by you for the role in the self-declaration dated 28-Apr-2026.

5) BACKGROUND VERIFICATION CHECK

Your probationary appointment, confirmation as well as continued employment in the services of the Company are subject to submission of correct details to the company during the application process and clearance of background verification check done by the Company. Your employment into the services of the company is contingent upon completion of graduation/post-graduation degree with minimum 50% marks overall.

6) RESIGNATION / TERMINATION OF SERVICES

6.1 During the Probation Period or Extended Probation Period, as the case may be, this appointment may be terminated by either party by giving 15 days written notice or 15 days gross salary in lieu of such notice.

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6.2 Subsequent to the confirmation of your employment, this appointment may be terminated by either party by giving three months notice ("Notice Period") in writing to the other party ("Notice of Termination"). In the event you resign to join organisation/s conducting business in products and services similar to that of the Company and/or its group companies, you are required to inform the same in the said Notice of Termination.

6.3 Should you desire an early exit and not serve the entire Notice Period, you may submit a request in writing for the same along with proper justification to VP / GM – HR and by undertaking to make payment of the amount equivalent to the gross salary for such unexpired Notice Period. The Company may consider such a request for approval at its sole discretion. Receipt of payment in lieu of the unexpired Notice Period as aforementioned from you shall be a prerequisite for issuing a waiver of the unexpired Notice Period in writing by the company.

6.4 In the event of cessation of employment due to any reason whatsoever within twelve months from the Joining Date, the employee, during the notice period, agrees and undertakesto repay anynotice pay buyout (if any) along with applicable tax provided by the Company and any other taxes applicable on such recovery as per prevailing laws. In the event the employee for any reason whatsoever fails to repay such notice pay buyout to the Company during the Notice Period, then the Company shall, from the employees' outstanding dues at the time of full and final settlement, adjust the notice pay buy out (if any) along with the applicable tax provided by the Company and any other taxes applicable on such recovery as per prevailing laws

6.5 Notwithstanding anything contained herein, thisletter of appointment shall stand terminated with immediate effect without notice and no salary or any other amount or other benefits will be paid to the employee, if the Company is of the opinion that the employee has
(i) Committed a fraud, embezzlement or misconduct;

(ii) Engaged in unethical business conduct;
(iii) breached any statutory duty or conducted any act or omission adversely affecting the goodwill, reputation, credit, operations, or business of the Company;
(iv) neglected or materially breached his/her duties as an employee or been disobedient;
(v) unauthorised disclosure of any confidential information of the Company; or
(vi) violated Company'srules or Company's code of conduct or Company's policy.
(vii) submitted false detailsin the employment application

The Company's decision in this regard shall be final and the employee agrees to pay damages to the Company for such acts or omissions committed by him / her.

6.6 In the event of you being unfit to perform duties because of sickness or continued ill health, duly certified by Company's medical Consultant, or otherwise, the Company reserves the right to discharge you from its services. Such discharge shall be considered as a separation on medical grounds or on account of failure to discharge of employment contract.

6.7 If an employee absents himself / herself without prior written permission from duty for more than ten consecutive days then the Company shall have the option to treat the employee to have resigned. In such a scenario, if the Company exercises such an option then it shall be presumed that the employee has provided three months' notice of termination (which the Company shall be entitled to waive, fully or partly, at its sole discretion). Upon the expiry of the three months' notice (unless waived by the Company) the services of the employee would be deemed to be terminated, and exit formalities will be initiated. Should you desire an early exit, the procedure as laid down in clause 6.3 needs to be followed

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6.8 The employee shall return to the Company, upon request and in any event, at cessation of the employment or notice thereof, all documents, security pass, keys, computer hardware and software, storage disks, notes and minutes of meetings, client/supplier/dealer/vendor lists, diaries, address books, computer prints, plans, projections, documentation in whatever form and other tangible items in his/her possession or control which belong to the Company or which contain or refer to any Proprietary and Confidential Information (as defined below) together with any property belonging to the Company.

7) RETIREMENT

You will retire from the services of the Company on attaining the age of 58 years.

8) DISCIPLINE

8.1 It is an express condition of services that you shall wholly devote your time to the Company's business. Attending to or pursuing in any other way, during the office hours, any personal or private business unconnected with your employment in this Company or engaging in any part time business, allied, similar, connected or incidental to the Company's business is strictly forbidden.

All formal academic pursuits like attendance at colleges, courses, etc. shall require the prior written consent of the management. Breach of this condition shall be treated as misconduct liableto disciplinary action which may inter alia include dismissal / termination of your services withoutany compensation.

8.2 You shall be governed by and shall be subject to the code of conduct and such other rules, regulations and guidelines applicable to your category of employees and as prevailing at time of your Joining Date or as subsequently modified or amended or replaced and in force from time to time.

8.3 You will not, at any time during the employment with the Company, enter into any service, either directly or indirectly as an employee, agent, consultant, advisor, proprietor, partner, officer or otherwise engage in or take up employment with any other organization.

8.4 You will not, at any time during the employment with the Company, either directly or indirectly on your account or in conjunction with or on behalf of any other person or entity, solicit or entice away or attempt to solicit or entice away:
(i) any client,supplier, vendor or partner of the Company and/or its associated orsubsidiary companies;
(ii) any employee from the Company and/or its associated orsubsidiary companies.

8.5 You will not, for a period of six months after the cessation of your employment with the Company, either directly or indirectly on your account or in conjunction with or on behalf of any other person or entity, solicit or entice away or attempt to solicit or entice away:
(i) any client, supplier, vendor or partner of the Company and/or its associated or subsidiary companies;
(ii) any employee from the Company and/or its associated orsubsidiary companies.

8.6 You shall not, after the termination of your employment with the Company, use in any manner whatsoever on behalf of yourself or any other individual, firm, company or body corporate, your knowledge of or influence over or contact with any of the customers, suppliers or contractors of the Company, or its associated or subsidiary companies or utilize any information which may have been obtained by you during your employment with the Company.

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8.7 Each of the provisions in Clauses 8.1 to 8.6 shall be construed as a separate and independent provision and if one or more provisions isfound to be void or unenforceable, the validity of the remaining restrictions shall not be affected.

9) CONFIDENTIALITY

9.1 You acknowledge that in the ordinary course of your employment you will be exposed to information about the Company's business, clients and suppliers which amountsto a trade secret, is confidential or is commercially sensitive and may not be readily available to others engaged in a similar business to that of the Company, or to the general public and which, if disclosed, would be likely to cause significant harm to the Company. You therefore agree that the provisions of clause 9.2 are necessary and reasonable to protect the legitimate interests of the Company.

9.2 You shall not, during the continuance of your employment with the Company, or at any time thereafter, disclose to any individual, firm, company, or body corporate, or authority or any one any information or knowledge with regard to the business, dealings, activities, trade secrets, transactions or affairs (“Proprietary and Confidential Information") of the Company or its associated or subsidiary companies, except as, may be required in connection with your employment hereunder or as may be consented to by the Company in writing. The term "Proprietary and Confidential Information" shall without limitation include any know how, formulae, any technical, financial, statistical, marketing, designs, layouts, graphics, product information, competitors data, pricelist, vendor data, vendors list, dealers data, business plans or any other data or information of the Company whether expressly designated as confidential or not. This obligation shall survive termination of your services by any means whatsoever.

10) INTELLECTUAL PROPERTY

10.1 Patents
(i) During the course of your employment, the Company may have made available or shared with you, intellectual property of the Company or its licensor, including materials with Company’s trade name. trademarks, service marks, copyrights, brand, label, shape ofgoods, packaging, get-up, colour-scheme and any combination thereof, formulations, equipment, machinery, technical drawings, techniques, works of authorship, analysis, designs, developments, devices, methods, methods of doing business etc, which you acknowledge and agree that these shall remain the exclusive property of the Company.

(ii) In the event you invent, acquire or patent a product whether then manufactured by the Company or not, or is associated with a product or process invented or acquired by the Company during the course of your employment with the Company, all the rights to exploit such invention during the term of the patent and its renewals without payment or royalty shall vest with and be vested solely in the Company as if such invention is and/or was a property of the Company. You shall, whenever requested so to do by the Company whether during or after the termination of employment hereunder, execute all required applications, assignments documents, and agreements and shall do all things which the Company may
deem necessary for this purpose. The patent for such invention shall be taken in the name of the Company or its nominee/s. The Company shall have all rights without any interruption to exploit the patent and to grant licenses to any person, firm or company on such terms and for such period as the Company as the employer may considernecessary.

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(iii) You shall give full information as to the exact mode of working and usage of all the inventions, and also all such explanation and instructions to the employees identified by the Company You hereby irrevocably appoint the Company to be your attorney in your name and on your behalf to execute documents, to use your name and to do all things which may be necessary or desirable for the Company

to obtain for itself or its nominees the full benefit of the provisions of clause 10.1.(ii) and a certificate in writing, signed by anydirector or the secretary of the Company, that any instrument or act which falls within the authority hereby conferred shall be conclusive evidence that such is the case so far as any third party is concerned.

10.2 Copyright & Designs

(i) You will promptly disclose to the Company and no−one else all copyright works or designs originated, conceived, written or made by you alone or with others during your employment under this contract except only those works originated, conceived, written ormade by you wholly outside your normal working hours and which are wholly unconnectedwith your employment and will hold them on trust for the Company until such rights are fully and absolutely vested in the Company.

(ii) You hereby assign to the Company, by way of future assignment, all copyright, design right and other proprietary rights (if any) in perpetuity or for the full terms thereof throughout the world in respect of all copyright works and designs originated, conceived, written or made by you during your employment under this contract except only those works or designs originated, conceived, written or made by you wholly outside your normal working hours and which are wholly unconnected with your employment.

(iii) You hereby irrevocably and unconditionally waive in favour of the Company any and all moral rights conferred on you under any law for any work in which copyright or design is vested in the Company whether by clause 10.2.(ii) or otherwise.

(iv) You will, at the request and expense of the Company, do all things necessary or desirable to substantiate the rights of the Company under clauses 10.2.(ii) and 10.2.(iii).

10.3 All works executed by you in the course of discharging your duties and the intellectual properties subsisting therein, shall remain the sole property of the Company and the same shall constitute "works made for hire".

10.4 You shall not without the previous consent of the Company in writing, at any time during the continuance of your employment or thereafter, publish or cause to be published any book, booklet, leaflet, brochure, or pamphlet or contribute any article or review to any newspaper, magazine or other publication, whether for remuneration or otherwise where such publication concerns your area of work activity with the Company.

11) DATA PROTECTION

11.1 You consent to the Company and any and/or its associated orsubsidiary companies:
(i) collecting and processing your personal data as defined in the data protection laws for any purpose relating to your employment with the Company and for compliance with applicable laws, regulations and procedures;

(ii) transferring, storing and processing of personal data in and outside of India for the above purposes;

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(iii) disclosing any personal data to (a) third party service providers, contractors, agents and consultants who provide administrative or other services to the Company for any of the abovementioned purposes and wo shall be obliged to observe similar confidentiality duties as required by the Company; and (b) law enforcement agencies pursuant to any applicable legal requirement.

11.2 Your personal data will be kept confidential.

11.3 You may request access to and correction of your personal data by contacting your [manager or HR representative].

12) GOVERNING LAW

Thisletter of appointment shall be governed by the laws of India.

13) JURISDICTION

Thisletter of appointment issubject to the exclusive jurisdiction of the Courtsin Mumbai.

If the above terms and conditions are acceptable to you, then please sign below at the place provided and share a copy of this letter with the HR team. The same shall then constitute a valid and binding contract of employment.

We take this opportunity to welcome you to our organization and trust your association with us will be mutually beneficial.

Yours truly,
For **Asian Paints Limited**

Sachin Singh
General Manager - Human Resources

Name : Chandan M
Date : _____
Signature : _____

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