



Confidential

March 17, 2023

Ashishkumar Rana

Dear Ashishkumar,

Offer of Employment

Congratulations! It's our pleasure to offer you a full-time employment position of Scientist I - Data & Analytics in the ITQ Function of the General Mills India Center of General Mills India Private Limited ("Company") at Job Band Professional Pay Grade 45. You shall be based at Mumbai.

We believe you're hungry for what's next and hope you'll join us in fulfilling our purpose of making food the world loves. This is an opportunity to bring your whole self to work, in a culture that values learning, growing and belonging. The possibilities ahead are exciting - you will help us create the future of General Mills as The Undisputed Leader in Food.

Your compensation package on a Cost to Company basis is ₹600,000.00/Annually (Includes Fixed Pay + Variable Pay).

The attached Salary Fitment highlights your total compensation including the various salary components as well as other Non-Monetary benefits.

The eligibility and payment of Variable Bonus will be governed by the rules of the Company as amended from time to time. This Variable Bonus shall include any statutory bonus payable to you under applicable law, if you are eligible.

The Gratuity amount mentioned is only indicative in nature and the Gratuity, if any, shall only be payable in compliance with and to the extent you are eligible to receiving it under the Payment of Gratuity Act, 1972.

Your compensation is inclusive of the applicable statutory benefits and tax will be deducted at source by the Company as per applicable rules. Your compensation shall be paid on a monthly basis.

Your probation period will be 180 days from your date of joining. We will duly notify you if you have not successfully completed your probationary period or extension thereof. Your probation period will serve, among other things, to evaluate and verify your performance and your abilities as they pertain to your position. If we don't notify you at the end of your probationary period, you will be deemed to have successfully completed your probationary period. During probation either party may terminate the employment contract by giving the other party a 30 days prior notice through the General Mills online system. However, the Management shall have the right to waive the notice period at their own option and thus the employee may be released by the Organization at an early date.

You shall be required to comply with the current policies of the Company and those amended or introduced periodically. The Company shall require you to sign a Non-Disclosure, Non Solicitation and Intellectual Property Assignment Agreement with the Company, on or before joining. During your employment, in case the Company provides or sponsors any specialized training or educational courses, the Company may require you to sign a Retention agreement.

The Company shall issue an appointment letter upon joining, which shall contain additional terms and conditions of your employment.

Our offer is conditional upon satisfactory feedback from your references and necessary background and academic checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment.

Either party may terminate the contract of employment by giving the other 3 months' notice in writing. In case of resignation by the employee, it is incumbent on the employee to work the entire 3 month notice period. The employee may be released from service at an earlier date by the Company at its discretion. Any adjustment of accumulated leave against notice period or payment of notice pay in lieu of serving of the notice period may be allowed only with the prior consent of the Company at its sole discretion.

During your employment with the Company, the Company may at any time, in its sole discretion, transfer or depute you to any other department of the Company or to any subsidiary or affiliate of the Company in India or overseas. In such event and at the sole discretion of the Company, some or all of the terms and conditions applicable at the location of transfer or to the employees of the department, subsidiary or affiliate, may also govern your service.

Should you accept our offer, we request that you provide us with copies of the following documents on the day of joining:

1. Copy of Permanent Account Number (PAN) card
2. Aadhar Card/Copy of application to Aadhar Card
3. Copy of relevant educational certificates & mark sheets

4. Existing Provident Fund account number/ Pension number, if any
5. Relieving letter from your current employer. In absence of the said, document, Resignation acceptance is mandatory at the time of Joining
6. Current address proof

You are requested to treat this letter and its contents as strictly confidential. Please refrain from disclosing this letter to any person or entity without our prior written consent. Your employment with the Company shall be governed and construed in accordance with the laws of India. The courts in Mumbai shall have necessary jurisdiction in the event of any dispute arising in connection with your employment.

As a token of your acceptance of our offer and the terms and conditions of this letter, please electronically sign your offer letter in the space provided below within three (3) days from the date of this letter, duly indicating therein your expected date of joining. Our offer shall automatically lapse unless you confirm your acceptance within the prescribed time.

We are looking forward to a mutually fruitful association and you being a part of the General Mills India team. In case you have any questions or would like to discuss the terms and/or conditions of our offer, please feel free to get in touch with us.

Sincerely,
For General Mills India Private Limited



Atulaya Goswami
Director HR, GIC & India Site Operations

Acceptance

I hereby accept the terms and conditions of this offer for employment with General Mills India Private Limited. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

My expected date of joining General Mills is _____.