

BRIDGESTONE

BRIDGESTONE INDIA PRIVATE LIMITED

Regd. Office, H.O. & Factory:

Plot No. A43, Phase-II, MIDC Chakan,

Village Sawardari, Taluka Khed, Dist. Pune,

Maharashtra – 410501, India

CIN: U25111PN1996PTC147267

Phone: (91 -2135) 672 000

Fax: (91 -2135) 671 999

Website: www.bridgestone.co.in

April 12, 2022

Mr. Rajnish Damani
801, Fili Villa, Laxman Nagar
Off Baner Road, Pune - 411045

OFFER LETTER

Dear Mr. Rajnish Damani,

Congratulations!! It is our pleasure to offer employment to you with us as **Director, Operations in Band B05 in Manufacturing Division** with our organization based out of Pune. We extend this offer, and the opportunity it represents with great confidence in your abilities. Your **Annual CTC** will be **INR 1,75,00,716/-**. Refer **Annexure-I** for detailed breakup of the compensation structure.

You are requested to join on or before 01st June 2022 at our Pune office, details of which shall be shared with you through an onboarding communication. The letter of appointment shall be shared with you on the date of joining.

This offer and employment with Bridgestone India Private Limited are subject to successful completion of a background check and medical fitness.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the offer document to the undersigned, as a sign of your acceptance of the offer.

For Bridgestone India Private Limited,

APURVA
CHOUBEY

Digitally signed by
APURVA CHOUBEY
Date: 2022.04.12 16:29:43
+05'30'

Apurv Choubeyp
Chief Human Resource Officer



Received & Accepted
Signature

RAJNISH DAMANI

ANNEXURE-I
Mr. Rajnish Damani
Director, Operations,
Band B05 and Sub Level M5

Salary Components	Monthly Amount (INR)	Annual Amount (INR)
A. Monthly Base Salary in INR		
Basic Salary	5,41,673	65,00,076
*Flexi-Kitty	5,52,197	66,26,364
Total-A	10,93,870	1,31,26,440
B. Retirals		
Provident Fund (12% of Basic)	65,001	7,80,012
Gratuity (4.81% of Basic)	26,054	3,12,648
Total-B	91,055	10,92,660
C. Total (Base Salary + Retirals)	11,84,925	1,42,19,100
D. *Annual Incentive Plan (AIP) @ 25% of (A-Base Salary)	2,73,468	32,81,616
CTC (Total C+D)	14,58,393	1,75,00,716
*Long Term Incentive (LTI)	10% of Base Salary, subject to Management discretion	

*Payable as per prevailing Company Policies.

*AIP will be paid annually based on the Company and Individual Performance. It would vary from 0% to 300% of target amount as per the prevailing company policy governing the same.

*LTI clause - Participant is eligible to receive a cash award based on Bridgestone's performance over a three-year period

Sign On Bonus

1. INR 7.5 lacs; to be paid along with first month's salary with a claw back of 12 months.
2. INR 50 lacs; to be paid in two instalments of INR 25 lacs each as below:

First instalment	to be paid along with June 2023 salary
Second instalment	to be paid along with June 2024 salary

APURVA 
 Digitally signed by
 APURVA CHOUBEY
 Date: 2022.04.12
 16:30:25 +05'30'
 Apurv Choubey
 Chief Human Resource Officer


 Received & Accepted
 Signature
 RAJNISH DAMANI