



**Reliance  
Brands  
Limited**

8th Floor Maker Tower 'E',  
Cuffe Parade, Mumbai 400 005  
Tel: +91 22 3555 3200  
Fax: +91 22 3555 3299

10 July 2023

Employee Name: Mr. Desh Raj

EC No: 50086122

**Sub: Promotion Letter**

This is in continuation to our conversations and dialogue relating to your performances and the achievements of your KRA's for the year ended on 31<sup>st</sup> March 2023.

Apart from the increased emoluments (communicated to you separately), it gives us pleasure to inform you that you have been promoted to Grade **A2** as **Senior Fashion Consultant** with effect from **April 01, 2023**.

We look forward to your continued good performance and association with Reliance Brands.

**For Reliance Brands Limited**

**Authorised Signatory**



# Reliance Brands Limited

8th Floor Maker Tower 'E',  
Cuffe Parade, Mumbai 400 005  
Tel: +91 22 3555 3200  
Fax: +91 22 3555 3299

**10 July 2023**

**Mr. Desh Raj**  
**50086122**

Dear **Mr. Desh Raj**

**Sub: Annual Review**

This is in continuation of our communication relating to your performance and the achievement of your goals and KRA's till March 2023. We are pleased to offer you an increment of Rs.18,000/- to your current fixed emoluments.

As communicated already, we have transitioned into an Incentive structure in the place of Variable pay as in your current compensation structure (20% of your CTC).

With the above, your revised fixed emolument would be Rs. 318,000/-.

| Pay Component | 01-Oct-22 | 01-Apr-23 |
|---------------|-----------|-----------|
| Fixed Pay     | 300,000   | 318,000   |

Apart from the above-mentioned Fixed Compensation, you also have the potential to earn additional Incentives which is over and above your committed CTC which are dependent on your Individual/Store performance.

A detailed breakup of the revised emoluments is available on your Rconnect (Payroll -> CTC statement). This will come into effect from April 2023.

All the other terms and conditions of your employment, as applicable to your grade and as stated in your letter of appointment, will remain as before.

We are happy to have you as part of the Reliance family and look forward to your continued association and high performance.

**Best Wishes**

**For Reliance Brands Limited**

Authorized Signatory