

आयकर विभाग  
INCOME TAX DEPARTMENT



भारत सरकार  
GOVT. OF INDIA

PARMOD KUMAR GARG

TULSIRAM GARG

29/07/1979

Permanent Account Number  
AMVPG2148Q

*Parmod Kumar Garg*

Signature



2011/2012

*P*



भारतीय विशिष्ट पहचान प्राधिकरण

**भारत सरकार**  
Unique Identification Authority of India  
Government of India

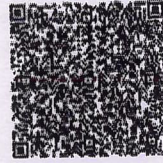
नामांकन क्रम / Enrollment No 1007/12051/16523

To,  
प्रमोद कुमार गर्ग  
Prmod Kumar Garg  
S/O Tuls Ram Garg  
House No. A - 4/12 B  
Street No. 1  
A Durga  
Kartar Nagar  
Bhajan Pura North East  
Delhi 110053  
9868979268

Ref: 5 / 26A / 9168 / 9975 / P



UE000808167IN



आपका आधार क्रमांक / Your Aadhaar No. :

**3369 9090 7425**

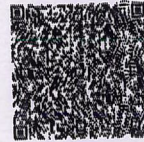
**आधार - आम आदमी का अधिकार**



भारत सरकार  
GOVERNMENT OF INDIA



प्रमोद कुमार गर्ग  
Prmod Kumar Garg  
जन्म वर्ष / Year of Birth : 1979  
पुरुष / Male



**3369 9090 7425**

**आधार - आम आदमी का अधिकार**

Roll No. 98 B.Com. (Pass) 24114

SCHOOL OF CORRESPONDENCE COURSES  
AND CONTINUING EDUCATION

UNIVERSITY OF DELHI  
DELHI - 110007



No. A 1613

*Provisional Certificate*

*This is to certify that*

*Mr./Ms. Parnal Kumar Garg*

*has been a student of this institution from July 98 to April 2001*

*He/She took the B. Com (Pass) Annual /Supplementary  
Examination of the University of Delhi, held in Apr 1999 18001*

*and passed  
the same with Roll No. 182723 Securing 497 marks  
out of 1000 marks in the III Division.*

*To the best of my knowledge and belief  
he/she bears a good moral character.*

*Date 12/2/2001*

*[Signature]*  
Principal

*[Handwritten mark]*

25 Jan 2023

**Parmod Kumar Garg**  
**Employee ID: 1003622**

House No A-4/12B Street No 1 4 Pusta Kartar Nagarbhajan Pura, Delhi, 110053, India

**Dear Parmod,**

1. **Appointment:** We are pleased to appoint you in ReNew Power with effect from **25 Jan 2023**, subject to the terms and conditions provided herein. You will report to Head of Department, or such other person as may be specified to you from time to time.

Appointed as : **Assistant Manager**  
Division : **Human Resources**  
Department : **Operations**

The Company has strategically focused on developing, designing, constructing, owning, and operating a pan-India portfolio of utility-scale renewal energy projects. ReNew also provides intelligent energy solutions including peak power supply, firm round the clock supply, and storage. Further, the Company also provides energy management services for public utilities, commercial and industrial customers. The ReNew Group comprises of the following three companies and a large number of subsidiaries:

- ReNew Power Private Limited (RPPL)
- Regent Climate Connect Knowledge Solutions Private Limited
- ReNew Energy Global Plc.

You will be part of **ReNewPower Private Limited** which is a subsidiary of the ReNew Group. Your salary shall be processed in the name of and you shall be deemed to be employed with **ReNewPower Private Limited** for all administrative purposes.

2. **Compensation:** Your monthly compensation & other benefits will be as specified in Annexure 'A' and will be subject to deduction of tax at source.
3. **Joining Bonus/ Notice Period buyout/ moving and relocation allowance:** You may be eligible for a one-time payment/ payment in number of instalments, towards joining bonus; notice period buyout; and/ or relocation allowance, to be paid to you as per the provisions contained in your offer letter/ Annexure 'A' to this document. In case there is any discrepancy between the contents of the offer letter and Annexure A to this document, it shall be deemed that the differences are a result of the changes made with the consent of the parties as a result of any discussion subsequent to the offer, and the terms of Annexure 'A' will supersede and be applicable. The payment shall be subject to all applicable taxes and deductions. In case you have resigned and serving notice period at the time of payment of first month's salary / before the payment of entire joining bonus to you, you will not be entitled to the payment of any of



the aforesaid payments which are unpaid at the date of your resignation. Further if you resign or ReNew Power terminates your employment for cause, within 1 year of joining, you will be obligated to repay the entire amount received by you towards joining bonus, notice period buyout and relocation allowance to ReNew Power. In case the joining bonus is payable in instalments you will be obligated to repay the amount of instalment in case of resignation within 1 year from the date of payment of the respective instalment.

4. **Probation Period:** You will be on probation for a period of 6 months from the date of your Appointment. During this period your performance will be reviewed and on completion of 6 months of satisfactory performance your services will be confirmed in writing. The period of probation may be reduced or extended by informing you of the same in writing. The reduction or extension of probation period shall be at the sole discretion of the Company's management on evaluation of your performance. The decision regarding your confirmation/ extension of your probation period will be communicated to you within 1 month from the expiry of the aforesaid period of 6 months of probation period. In case the decision is not communicated to you within 1 month from the expiry of the aforesaid period of 6 months, you will be deemed to be confirmed on expiry of the aforesaid period of 6 month.
5. **Termination:** Your Appointment with the Company may be terminated by either party with a prior written notice of 60 days ("Notice Period"). During probation period the notice period will be considered as one month. Your resignation will be subject to the fulfilment of notice period, proper handover and any other conditions as may be communicated to you in writing by the Company. The Company may alternately terminate your services with immediate effect upon payment in lieu of the balance Notice Period. The Company also reserves the right to terminate your employment with immediate effect without any compensation or notice, on account of any act which may constitute 'misconduct' under the Company policies or applicable laws. Upon termination of employment, you will also return all the Company property, which may be in your possession.
6. **Location:** You will initially be posted in **Gurgaon-Corporate Office, Haryana, India**. However, the Company may, at any time, at its sole discretion, transfer/second and/or depute you from one place to another anywhere in India or abroad and/or from one department to another and/or from one division to another and / or to any of its affiliates, associates, subsidiaries, group companies or clients or other concern in which the Company may be having any interest, whether existing or future, at its sole discretion. You may also be required to travel within India or abroad for the proper discharge of your employment obligations.
7. **Company Policies:** During the course of your employment with the Company, you will be governed by the terms and conditions of this Appointment Letter, rules, regulations, employee handbook and other Company policies and procedures in force and as may be amended from time to time and as made applicable to you (individually and collectively referred to as "**Company Policies**").
8. **Role & Responsibility:** Your responsibilities and duties will be as communicated to you by the Company from time to time. You hereby undertake and agree to discharge and perform your duties diligently and to the best of your skills. During the course of your employment with the Company, the Company shall be entitled to change your designation and /or reporting structure



abilities.

- 9. Confidentiality:** During the course of your employment with the Company, you will (i) maintain strict confidentiality regarding all matters concerning the Company and/or its affiliates, subsidiaries, associate companies, clients, customers etc. and/or (ii) will not divulge any confidential or proprietary information to any third party, without the prior written consent of the Company and/or (iii) use any information that you may have acquired in the course of your employment in any manner which may be detrimental to the interests of the Company. In addition to the provisions of this clause, your confidentiality obligations towards the Company shall be governed by the terms and conditions of the Confidentiality and Non-Disclosure Agreement, attached hereto as Annexure 'B', which shall be considered as an integral part of this Appointment Letter. In the event of any conflict, in respect of any confidentiality related provisions, between the contents of this Appointment Letter and the Confidentiality and Non-Disclosure Agreement, the provisions of the Confidentiality and Non-Disclosure Agreement shall take precedence.
- 10. Intellectual Property:** All intellectual property rights in any work or material developed by you during the course of your employment shall vest in the Company and you confirm that during or after the term of your employment, you shall assign and transfer in favour of the Company or in favour of any of its subsidiaries, affiliates, associate companies, customers or other persons, all intellectual property rights in such work or material and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company or any of its subsidiaries, affiliates, associates or customers, any and all intellectual property rights and benefits in such works or materials.
- 11. Veracity of Particulars Submitted:** If at any time it should emerge that the particulars furnished by you to the Company are false, incorrect or inaccurate, if any material or relevant information has been suppressed or concealed, if you are engaged in any fraudulent activity, misconduct, or if your performance is not up to the expected standard, your employment may be terminated by the Company forthwith without any notice or compensation. This will be without prejudice to the right of the Company to take any disciplinary action(s) against you for the same.
- 12. Exclusivity:** During the period of your employment with the Company you shall work exclusively for the Company and not in any capacity (i) secure any other job either for remuneration or on honorary basis, without the prior written consent of the Company or (ii) offer services with or without consideration to any other person/organization; or (iii) be occupied in your own business; or (iv) attend/ speak at any public engagement relating to the Company, without the prior written consent of the Company.
- 13. Non-Compete:** You agree that at no time during the term of your employment with the Company and for a further period of 1 year from the date of ceasing to be in such employment, for whatsoever reasons, you undertake that you shall not and shall ensure that none of your affiliate shall, either on his/ her own account or in association with others engage or participate, directly or indirectly, whether as shareholder, director, partner, proprietor, member, agent, distributor, employee or otherwise, within India or outside India, in any/ all of the following activities:



- i. In any business which involves, relates or competes with Company's business;
- ii. Establish, develop, carry on or assist in carrying on or be engaged, concerned, interested or employed in any business, enterprise or venture competing with the Company's business;
- iii. Acts as an advisor, consultant, trustee or agent for any third party who is engaged or proposes to start any business which directly or indirectly relates to the Company's business or promote, start, engage in or do any business that directly or indirectly relates to the Company's business.
- iv. Establish after the execution of this Agreement at any future point of time any business or trade under a name that is identical or similar to the Company's name or which in any way suggests any connection with the Company without written consent of the Company. For the purpose of clarification, it is specified that the obligation, not to use a name which is identical or similar to the name of the Company, shall not be limited to the period of 1 year, and this restraint will have effect for an indefinite period.

**14. Mandatory Disclosure:**

- i. You agree, undertake and indemnify the Company that:
  - a. you don't hold more than 2% of shareholding of any body-corporate.
  - b. you are not a promoter, manager, Chief Executive Officer of the body-corporate;
  - c. you are not a partner, owner or member in any firm or other entity.
- ii. You further agree that in case you hold any such interest / capacity as specified in clause (i), you shall disclose the same to the Company, in prescribed format, at the time of conveying your acceptance to this Appointment agreement with the Company.
- iii. You further agree to indemnify and hold harmless the company about any loss which may be caused to the Company due to any non-disclosure in violation of the clause (i) and (ii).

**15. Non-Solicitation:** You shall not, at any time during the term of your employment with the Company or thereafter, under any circumstances, directly or indirectly, solicit or attempt to solicit any of (i) the Company's and/ or any of its subsidiaries', affiliates' or its customer's employees/ personnel or (ii) the existing or prospective clients/customers of the Company and/ or any of its subsidiaries' or You further agree that you shall not engage in soliciting business or allied business that is in any way similar, identical or competitive with the business, activities, services of the Company, or with those customers of the Company with whom you had any contact, during your employment with the Company and for a period of one year after your employment ceases with the Company.

**16. Personal Particulars:** All notices shall be served at your address contained herein. You shall keep the Company informed of any change in your address and/or other contact details. Any communication sent to you by the Company on your last known address shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

**17. Maternity Benefits:** During the period of your employment with the Company, you will be



**ANNEXURE 'A'**  
**REMUNERATION STRUCTURE**

**Name: Parmod Kumar Garg**  
**Employee ID: 1003622**

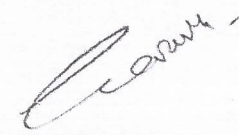
<b>EARNING COMPONENTS</b>	<b>AMOUNT</b>
Basic P.M.	50,000
HRA P.M.	25,000
Optional Components (from the following):	19,000
<i>Special Allowance P.M.</i>	
<i>Child Education Allowance P.M.</i>	
<i>Vehicle Maintenance Reimbursement P.M.</i>	
<i>Meal Reimbursement P.M.</i>	
<i>Mobile Reimbursement P.M.</i>	
<i>LTA Reimbursement P.M.</i>	
NPS	
Employer PF Contribution P.M.	6000
<b>Fixed CTC P.M</b>	1,00,000
<b>Fixed CTC P.A.</b>	12,00,000
Variable Pay*	
<b>Total CTC</b>	<b>12,00,000</b>
<b>DEDUCTION COMPONENT</b>	
Employee PF Contribution P.M.	6,000
Employer PF Contribution P.M.	6,000


•Gratuity and Insurance Benefits are over and above the CTC.

**Variable component (if any)**

\* Annual variable remuneration shall be based on your performance parameters as agreed in your KPIs. The final amount payable shall be decided by the management on completion of performance appraisal process as per the company policy.

\*\* On joining, you may structure the flexi benefit component as per the company's Employment and related policies.

  
**Gagan Arora**  
**DGM - Human Resources**

  
**Parmod Kumar Garg**  
**(Employee)**



# ReNew

Private & Confidential

Date: June 18, 2025

Employee ID: 1003622  
Current Designation: Assistant Manager  
Division: HR

## Annual Salary Review - FY 2024-25

Dear PARMOD GARG,

We acknowledge and thank you for all your efforts that have reflected in the performance of the organization for FY 2024-25. As we take a leap towards FY 26, it is imperative that we continue to focus on executing Organizations plans as per the strategy and priorities for the year.

We are pleased to announce a revision in your compensation effective from April 1, 2025 mentioned in the below table. Your compensation is subject to statutory deductions as applicable.

Compensation	Current Compensation (INR)	Revised Compensation (INR)
Fixed compensation	1,322,436	1,420,044
Variable compensation	33,060	71,002
<b>Total Cost-to-Company</b>	<b>1,355,496</b>	<b>1,491,046</b>

We are sure that you will play a vital role in supporting the organization's strategy and priorities and we look forward to having your contributions in the year ahead.

All matters related to your compensation with the Company is strictly confidential in nature.

All the other terms and conditions of your employment would remain unchanged.

With Best Wishes,  
For ReNew Private Limited



Ajay Tripathi  
Chief Human Resources Officer

ReNew Private Limited


CIN: U40300DL2011PTC291527

Corporate Office

ReNew.Hub, Commercial Block-1, Zone-6, Golf Course Road, DLF City Phase-V, Gurugram - 122009

Registered Office

138, Ansal Chambers-II, Bhikaji Cama Place, Delhi - 110066





Private & Confidential

Date: June 18, 2025

Employee ID: 1003622  
Current Designation: Assistant Manager  
Division: HR

Annual Variable Payout - FY 2024-25

Dear PARMOD GARG,

We are pleased to inform you that you are eligible for annual variable payout as given below:

Total Annual Variable Payout: INR 36,102

The above amount is based on your Individual performance, Company performance and period of service during FY 2024-25 or any additional period for which the amount is due. The net amount, after adjustments of tax deduction at source (if any) will be paid along with your salary for the month of June, 2025.

All matters related to your compensation with the Company is strictly confidential in nature. For further clarifications, please connect with your respective Manager or Business Unit HR Partner.

With Best Wishes,  
For ReNew Private Limited

Ajay Tripathi  
Chief Human Resources Officer

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Calculations of you Annual variable Payout is as below:

A = Company performance Multiplier for FY 24-25: 104

B = Individual performance Multiplier for FY 24-25 basis your performance ratings: 105

Maximum Payable Amount = Target Variable Pay \* A \* B

# Target variable Pay is the amount mentioned in the last increment letter / Appointment letter under variable Pay

## Maximum Payable Amount will be provided for the period of service during FY 2024-25 or any additional period for which the amount is due.

ReNew Private Limited

CIN: U40300DL2011PTC291527

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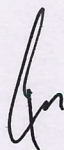
# ReNew

## Annexure : The Organization's contribution to your well-being

In addition to the annual Fixed Pay, you will be eligible for the following:

- You are covered under our Medical Insurance Policy (eligible for self, spouse, parents and 3 dependent children) with coverage ranging from INR 5 lakhs to INR 10 Lakhs depending upon your grade level. The organization shall bear the amount of the premium.
- Personal Accident coverage for self, as per Policy. The organization shall bear the amount of the premium.
- Life Insurance coverage for self, as per Policy. The organization shall bear the amount of the premium
- Employee Assistance Program offers 24X7 counselling services sponsored by the organization. You can take the assistance of expert counsellors on issues ranging from personal relationships to family and employment matters, through telephonic conversation, email or face-to-face meetings.
- Organization sponsored annual health check-up program propagates preventive health care through tests specifically designed for different age groups with a strong network of Diagnostic centers and hospitals across the country.
- Women professionals will be entitled to maternity leave as per the Maternity Benefit Act, 2017.
- Employees can avail the Creche reimbursement facility for their children up to 6 years of age up to 50% of the monthly fees, subject to a maximum of ₹10,000/- per month.
- Monthly mobile usage cost can also be reimbursed as per the maximum limit prescribed in the policy

Note: The organization may, at any time and in its sole and absolute discretion, amend, suspend and modify any of the terms and conditions of its benefit program guidelines. All benefits and eligibility criteria for requesting any benefit as mentioned above shall also be subject to the policies of the organization, which may vary from time to time. Please read the policies available on ReZone.



ReNew Private Limited

CIN: U40300DL2011PTC291527

Corporate Office

ReNew.Hub, Commercial Block-1, Zone-6, Golf Course Road, DLF City Phase-V, Gurugram - 122009

Registered Office

138, Ansal Chambers-II, Bhikaji Cama Place, Delhi - 110066

Date: 20-January-2026

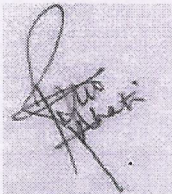
To Whomsoever It May Concern

This is to certify that **Mr. PARMOD KUMAR GARG** (Emp ID – 1003622) worked with us as **Assistant Manager – Human Resources (HR Operations)** from **25 Jan 2023** to **05 Jan 2026**. During the tenure of his employment, we found him hard working and diligent.

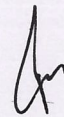
Employee was a part of **ReNew Private Limited** which is a subsidiary of the ReNew Group.

We wish him all success in his future endeavors.

**For ReNew Private Limited.**



**Ritu Bhati**  
**EVP - Human Resources**



**ReNew Private Limited**

**Corporate Office:** ReNew.Hub, Commercial Block-1, Zone 6, Golf Course Road, DLF City Phase-V, Gurugram - 122009  
**Registered Office:** 138, Ansal Chambers- II, Bhikaji Cama Place, New Delhi - 110066  
**CIN:** U40300DL2011PTC291527

**W** [www.renew.com](http://www.renew.com) **T** +91 124 489 6670 **F** +91 124 489 6699



**Renew Private Limited**  
ReNew.Hub Commercial Block-1, Zone-6,  
Golf Course Road, DLF City,  
Phase-V, Gurgaon, Haryana, 122009

Payslip For : OCT-2025

Amount in INR

Employee Code	1003622	Employee Name	Parmod Kumar Garg
Bank Name	KOTAK MAHINDRA BANK LIMITED	Bank A/c No	1950504723
DOJ	25 Jan 2023	PAN	AMVPG2148Q
PF No.	GNGGN00324080000012484	PF UAN	100488946494
Location	Gurgaon-Corporate Office	Designation	Assistant Manager
Work Days	31	Standard Days	31
LOP Days	0	Arrear days	
Exigency Work Days	0		

EARNINGS	AMOUNT	DEDUCTIONS	AMOUNT
Basic Salary	65,086.00	Provident Fund	7,810.00
House Rent Allowance	32,543.00	Voluntary Provident Fund	20,177.00
Special Allowance	11,698.00	LWF Employee Contribution	34.00
Children Education Allowance	200.00	Corpus	50.00
<b>GROSS EARNINGS</b>	<b>109,527.00</b>	<b>GROSS DEDUCTIONS</b>	<b>28,071.00</b>
		<b>NET PAY</b>	<b>81,456.00</b>

**Amount in Words : Eighty One Thousand Four Hundred and Fifty Six Only**

\*\* This is a computer generated payslip and does not require signature and stamp.



**Renew Private Limited**  
ReNew.Hub Commercial Block-1, Zone-6,  
Golf Course Road, DLF City,  
Phase-V, Gurgaon, Haryana, 122009

Payslip For : NOV-2025

Amount in INR

Employee Code	1003622	Employee Name	Parmod Kumar Garg
Bank Name	KOTAK MAHINDRA BANK LIMITED	Bank A/c No	1950504723
DOJ	25 Jan 2023	PAN	AMVPG2148Q
PF No.	GNGGN00324080000012484	PF UAN	100488946494
Location	Gurgaon-Corporate Office	Designation	Assistant Manager
Work Days	30	Standard Days	30
LOP Days	0	Arrear days	0
Exigency Work Days	0		

<b>EARNINGS</b>	<b>AMOUNT</b>	<b>DEDUCTIONS</b>	<b>AMOUNT</b>
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**Amount in Words : Eighty One Thousand Four Hundred and Fifty Six Only**

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**Renew Private Limited**  
ReNew.Hub Commercial Block-1, Zone-6,  
Golf Course Road, DLF City,  
Phase-V, Gurgaon, Haryana, 122009

Payslip For : DEC-2025

Amount in INR

Employee Code	1003622	Employee Name	Parmod Kumar Garg
Bank Name	KOTAK MAHINDRA BANK LIMITED	Bank A/c No	1950504723
DOJ	25 Jan 2023	PAN	AMVPG2148Q
PF No.	GNGGN0032408000012484	PF UAN	100488946494
Location	Gurgaon-Corporate Office	Designation	Assistant Manager
Work Days	31	Standard Days	31
LOP Days	0	Arrear days	0
Exigency Work Days	0		

<b>EARNINGS</b>	<b>AMOUNT</b>	<b>DEDUCTIONS</b>	<b>AMOUNT</b>
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