



Date: 17 February 2026

Private and Confidential

OFFER LETTER

Name: Tarun Rana

Address: B-29, Milan Apartments, West Enclave, Pitampura, New Delhi -110034, India

Dear Tarun,

Congratulations and Welcome to the Hero family!

We are pleased to offer you the full-time position of **Senior Manager - Enterprise Sales at HeroX Private Limited** ("HeroX"). Your Cost to the Company would be **Rs 25,00,000 (Twenty Five Lakhs Rupees only) Per Annum**. Details and breakup of the same are attached here in **Annexure-I**.

You are requested to share a signed copy of this Offer Letter as an acceptance of the offer within 2 (two) days of receiving this Offer Letter failing which it shall be considered revoked at the sole discretion of HeroX. This offer is valid only if you join us on or before **18 February 2026**, otherwise it shall stand automatically withdrawn. This date of joining may be extended in exceptional circumstances as per the discretion of the organization.

On your date of joining, you are requested to carry the following original documents along with photocopies thereof -

- 1) A copy of accepted Offer Letter,
- 2) 5 passport size photographs
- 3) Original and a copy of PAN Card, Aadhaar Card and proof of permanent address
- 4) PF account details from your previous employer
- 5) Original and one copy of each of the following
 - a) Your professional and academic qualification certificate(s) - 10th standard onwards
 - b) Work experience certificate(s) from previous employer(s)
 - c) Relieving letter / accepted copy of resignation letter from the last employer.
 - d) Three months recent salary statement and details of your last revised compensation
- 6) Form 16 from your previous employer / salary certificate.

You must submit the above-said documents as required and your appointment at HeroX is subject to completion of satisfactory background checks and verification of the information provided by you being true and correct. If background checks reveal that you gave false information, withheld part of information, or disclosed unsatisfactory information, HeroX reserves the right to immediately revoke this offer without notice. On your day of joining, you shall be issued an appointment letter detailing the terms and conditions of your appointment and employment with HeroX.

We look forward to your joining HeroX and contributing to making an impact that matters.

Best Regards,

For, HeroX Private Limited

Samra Rahman
Head - Human Resources



Name	Tarun Rana
Date of Birth	09 September 1986
Designation	Senior Manager - Enterprise Sales
Grade	C2
Department	B2B Sales
Date of Joining	18 February 2026

Annexure-I

SALARY COMPUTATION			
Components	Per Annum	Per Month	Component Description
Basic	₹ 875,000	₹ 72,917	Payable Monthly
HRA	₹ 437,500	₹ 36,458	Payable Monthly
Special Allowance	₹ 1,123,813	₹ 93,651	Payable Monthly
Total	₹ 2,436,313	₹ 203,026	Payable Monthly
Provident Fund	₹ 21,600	₹ 1,800	Retirals
Gratuity	₹ 42,088	₹ 3,507	Retirals
Total Fixed Pay (TFP)	₹ 2,500,000	₹ 208,333	
Total Cost to the Company (TCTC)	₹ 2,500,000	₹ 208,333	

Agreed on the Date: **17 February 2026** Name: **Tarun Rana** Signature: _____

-

Confidentiality:

Your compensation package is unique to you and is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your supervisor or HR will be considered as a breach of employment terms by you.