

Date: 15-July-2019
SAP Code – 10013603
Mr. George Varghese P J,

Service Certificate / No Dues Letter

Dear Mr. George,

We hereby confirm the following details pertaining to your service with CEAT Ltd:

- | | | |
|---------------------------|---|------------------------------------|
| ➤ Date of Joining | : | 03-Oct-17 |
| ➤ Date of Resignation | : | 17-May-19 |
| ➤ Last Working Day | : | 15-July-19 |
| ➤ Last Function Worked In | : | Technology |
| ➤ Last Designation Held | : | Assitant Manager-Mixing & Calender |
| ➤ Last Location | : | Nagpur Plant |

Your Full & Final Settlement has been processed and the details of the same are as per the F & F letter sent to you separately. Basis the settlement of those obligations, you have no dues pending with the Company as on date, basis all facts / details available. This document therefore confirms that you have been relieved from the services of the Organization effective 15-July-19

For any queries regarding your F & F, you may contact :

Mr. Prasad Nayak - Tel Num : 022-66616151 Email ID : Payroll@ceat.com

For any queries regarding your retiral benefits, you may contact the HO – Accounts team:

Ms. Prachi Bhatkar - Tel Num : 022- 66616038 Email ID : Prachi.Bhatkar@ceat.com

We wish you all success in your future endeavours.

Yours Faithfully,

For CEAT Limited



Alistair Azavedo
Sr. Manager – HR Technology & Services